

Reviving & Sustaining Your Organization's Commitment to EDIJ

Tuesday, March 14, 2023

ABOUT NONPROFIT HR

Our Vision:

We are the leading source of innovative talent management, talent acquisition services and knowledges for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Black woman owned.
- National footprint.
- Award-winning and credentialed staff.



“Nonprofit HR’s experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members’ needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner.”

– Cathy Gibney, CPA, Chief Financial Officer, National Hospice & Palliative Care Organization

OUR PRACTICES

Nonprofit HR's suite of solutions are centered around five core service areas.

Strategy & Advisory

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

HR Outsourcing

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing (i.e. strategy, recruitment, benefits)

Total Rewards

- Compensation Benchmarking & Program Design
- Pay Equity Analysis
- Benefits Assessments & Administration
- Cost Containment Strategy Design
- HR Technology

Equity, Diversity, Inclusion & Justice

- Equity Assessments & Implementation Strategies
- EDIJ Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

►IMPACT SEARCH ADVISORS by Nonprofit HR

- Executive Search
- Professional Search
- Recruitment Outsourcing
- Interim Leadership

sita by Nonprofit HR

We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

Presenters

Nonprofit**HR**



Bryan W. Jackson, MA
Senior Consultant
EDIJ
Nonprofit HR



Simone McNish
Consultant
EDIJ
Nonprofit HR

Agenda

Nonprofit**HR**

Learn more about the current state of EDIJ and why some efforts have becoming stagnant

Understand the reasons why EDIJ should be prioritized in organizations

Uncover the actions needed to revive EDIJ efforts and avoid being performative

What is EDIJ?



Image from The Robert Wood Johnson Foundation

- **Equity** – the guarantee of fair treatment, access, and opportunity for all, where individuals are not at a disadvantage because of any dimensions of diversity, including their background, race or social position.
- **Diversity** – the presence of differences within a given setting.
- **Inclusion** – individuals with different identities feeling and/or being valued, leveraged, and welcomed within a given setting.
- **Justice** – when workplace procedures, interactions and outcomes are fair.

What is the current state of EDIJ?

What happened to the 2020 commitment?



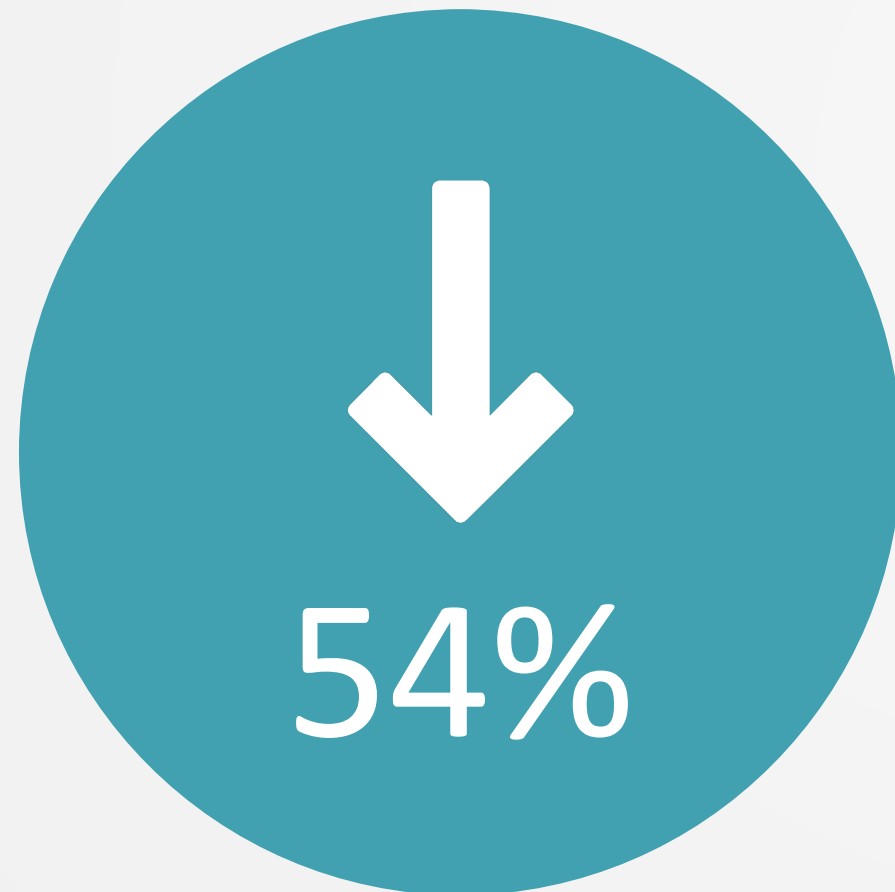
- Organizations pledged their commitment to EDIJ and antiracism
- EDIJ statements, trainings and diverse hiring practices were prioritized
- Rush to "do better"

Has your organization maintained your commitment to EDIJ?

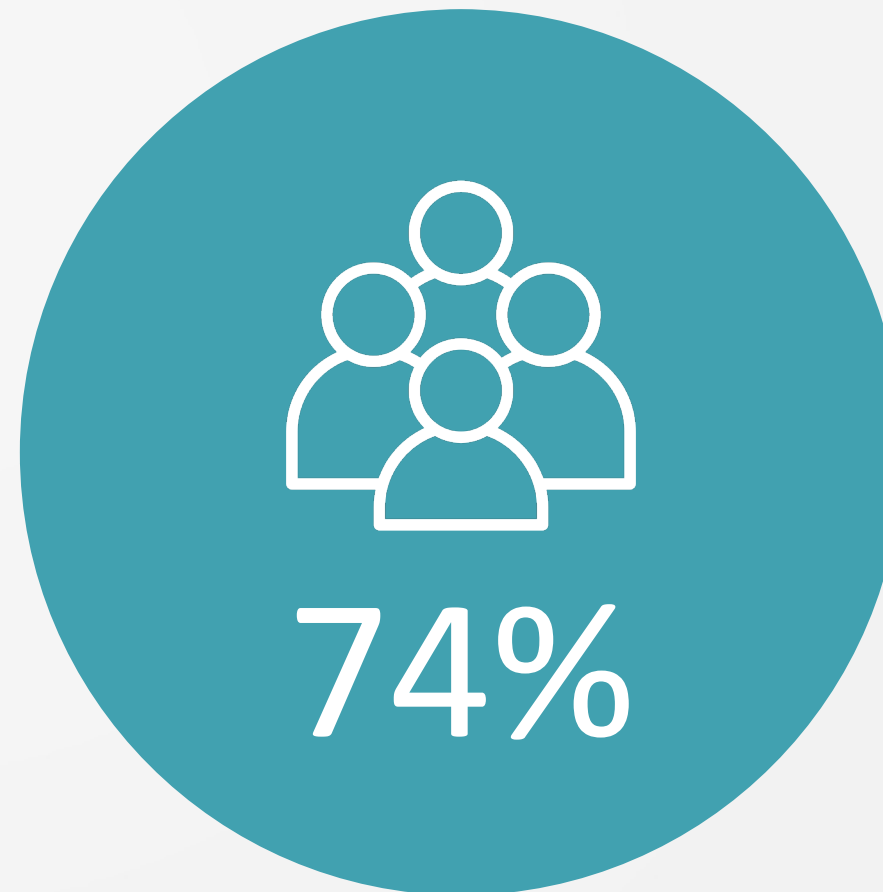
Why are some EDIJ efforts waning?

- Societal changes
- Cost/budget
- Prioritization
- Authenticity
- Impact

Nonprofit HR 2022 EDIJ Practices Survey



Organizations that noted that a lack of EDIJ impacted their organization.



Organizations that said they struggle attracting a diverse pool of candidates.



Organizations that have challenges obtaining/an or maintaining diversity at senior levels.

Sustainable EDIJ Efforts

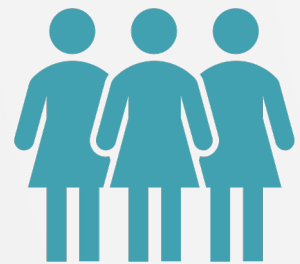
Nonprofit**HR**

- Allocating time
- Committing resources
- Intentional integration

Why should organizations sustain their EDIJ efforts?

Why does EDIJ matter today?

Nonprofit**HR**



Women and people of other genders still earn vastly less than men



Mothers earn less than women without children



Age-based discrimination still exists



Workers with disabilities experience wider gaps despite higher education



The pay gap between Black and white workers is getting larger



LGBTQ discrimination still exists

What is your long game?



An intentional path to sustainable EDIJ success is achieved by allocating time, space and resources as well as keeping EDIJ integrated into all parts of the organization.

Data insights tell a story...



- Measure employee satisfaction
- Identify inequitable systems and how marginalized employees are experiencing them
- Understand employee perception of EDI commitment
- Learn about gaps in belonging and inclusion

"When people feel like they belong at work, they are more productive, motivated, engaged and 3.5 times more likely to contribute to their fullest potential." (Twaronite, 2019)

Talent attraction and retention matter



- Maintaining EDIJ efforts influence employer branding
- Talent is attracted to organizations that demonstrate transparency
- The workforce is shifting

"Millennials now make up the largest segment of the workforce." (Patrick & Washington, 2018)

83% of Gen Z candidates said that a company's commitment to diversity and inclusion is important when choosing an employer." (Monster.com, 2020)

Transformational Change



- Dismantle harmful systems
- Accountability can be reinforced by success metrics
- Transformational change can reshape culture, systems and processes

"Millennials now make up the largest segment of the workforce"
(Patrick & Washington, 2018)

What are the barriers to meaningful EDIJ work?

Common EDIJ barriers



Lack of allocated
resources



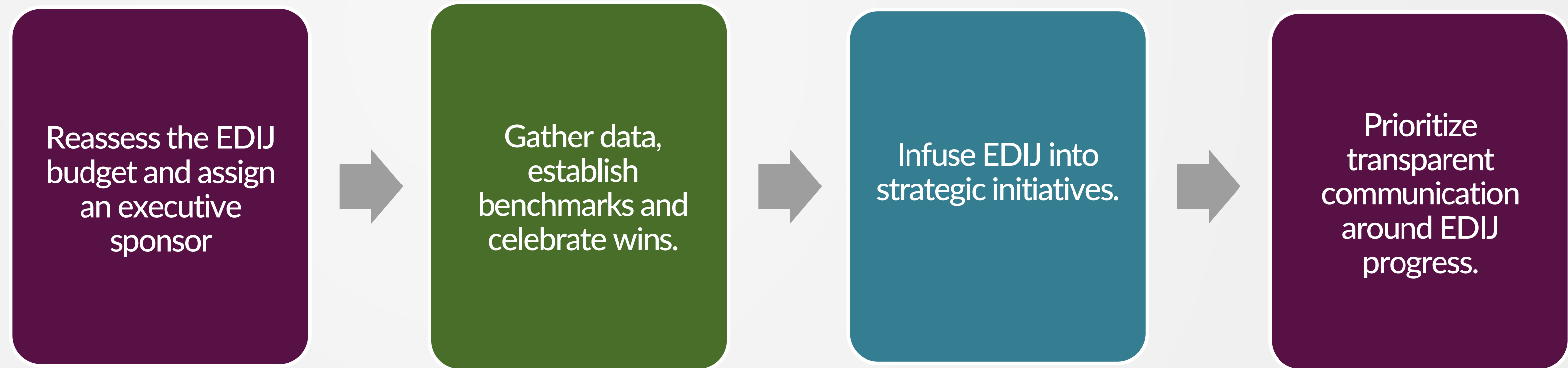
Focus on
quick-fix solutions



Absence of
executive buy-in

How to reignite EDIJ initiatives

How can your organization reignite the action?



How can you get started?

Reviving Stagnant EDIJ efforts

- Reassess goals and diagnose why things have stalled
- Reenergize employees by voting in new EDIJ committee or adding new members
- Transparently communicate updated EDIJ plan
- Tie EDIJ goals into strategic plan

Correcting Performative EDIJ actions

- Reconnect with the organizational mission and values
- Take accountability for past missteps
- Assess employee experiences
- Identify areas for improvement and who will lead efforts
- Transparently communicate updated EDIJ plan

Questions?

Thank You!

Contact Us



Bryan W. Jackson, MA
Senior Consultant, EDIJ
bjackson@nonprofithr.com
202.785.7302



Simone McNish
Consultant, EDIJ
smcnish@nonprofithr.com
202.650.5120

Additional notes to incorporate from the questions

Motivating small staff for DEI work

How will DEI evolve to fit needs of global majority vs white folks

How to combat performative actions

How to re-engage in DEI after budget has been cut or have low budget

Trauma and DEI

Framework for structuring DEI work and who should it report under (talk about nuance and understanding structures)

Leadership afraid of doing it wrong

How to embed DEI work in strategic plans and into fabric of company instead of one-off

ADD REAL EXAMPLES IN ACTIONABLE STEPS (communication/transparency/accountability)

Training metrics to measure for success