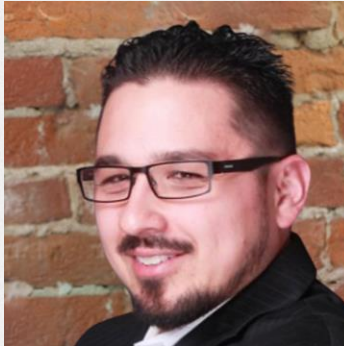


# 2023 Nonprofit Diversity, Equity, Inclusion & Justice Practices Survey Results Webinar

Thursday, July 20  
2-3:30 p.m. ET

# RESULTS PRESENTERS



**Antonio Cortes, PhD**

*Managing Director, EDIJ*



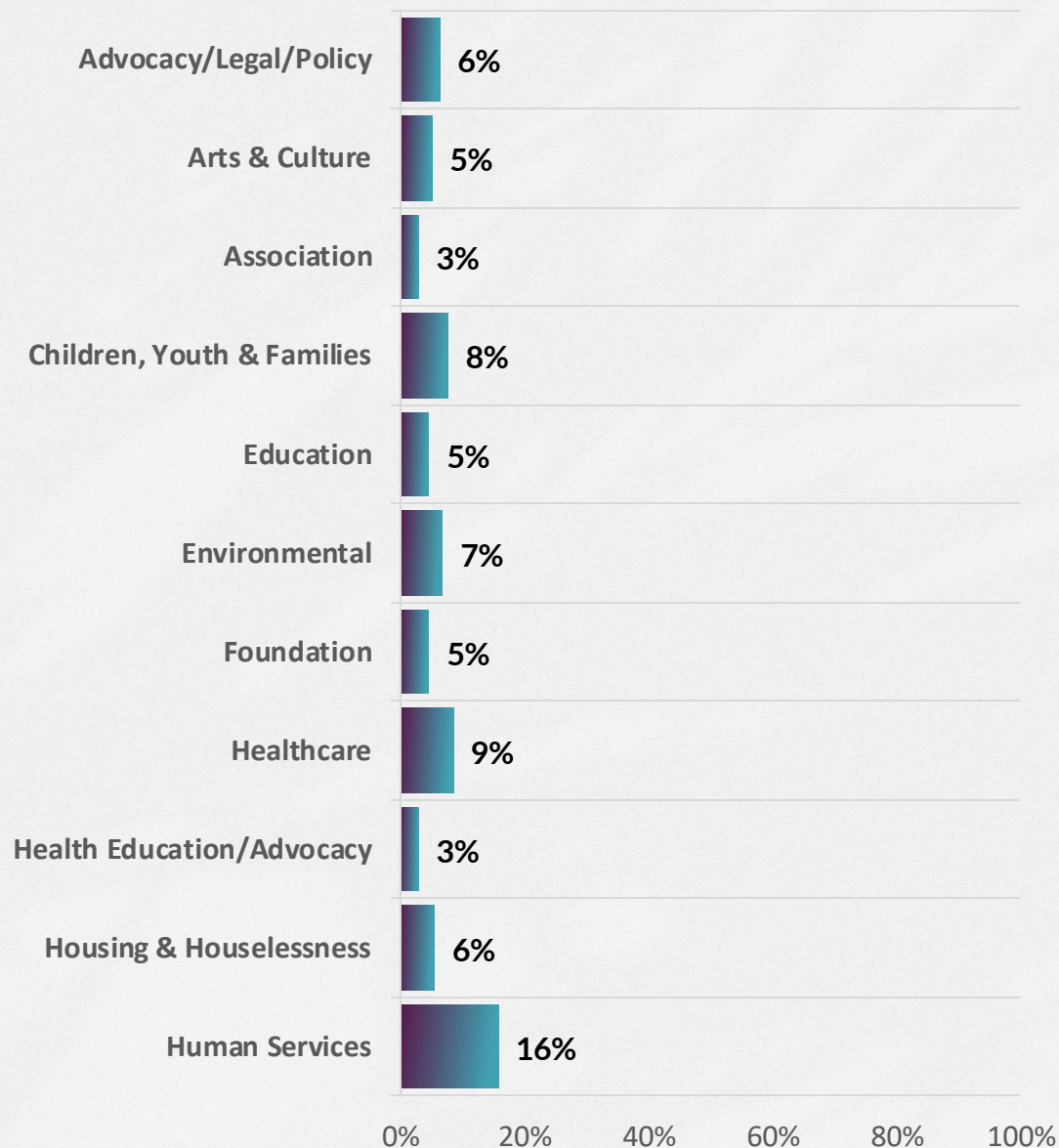
**Bryan W. Jackson, MA**

*Senior Consultant, EDIJ*

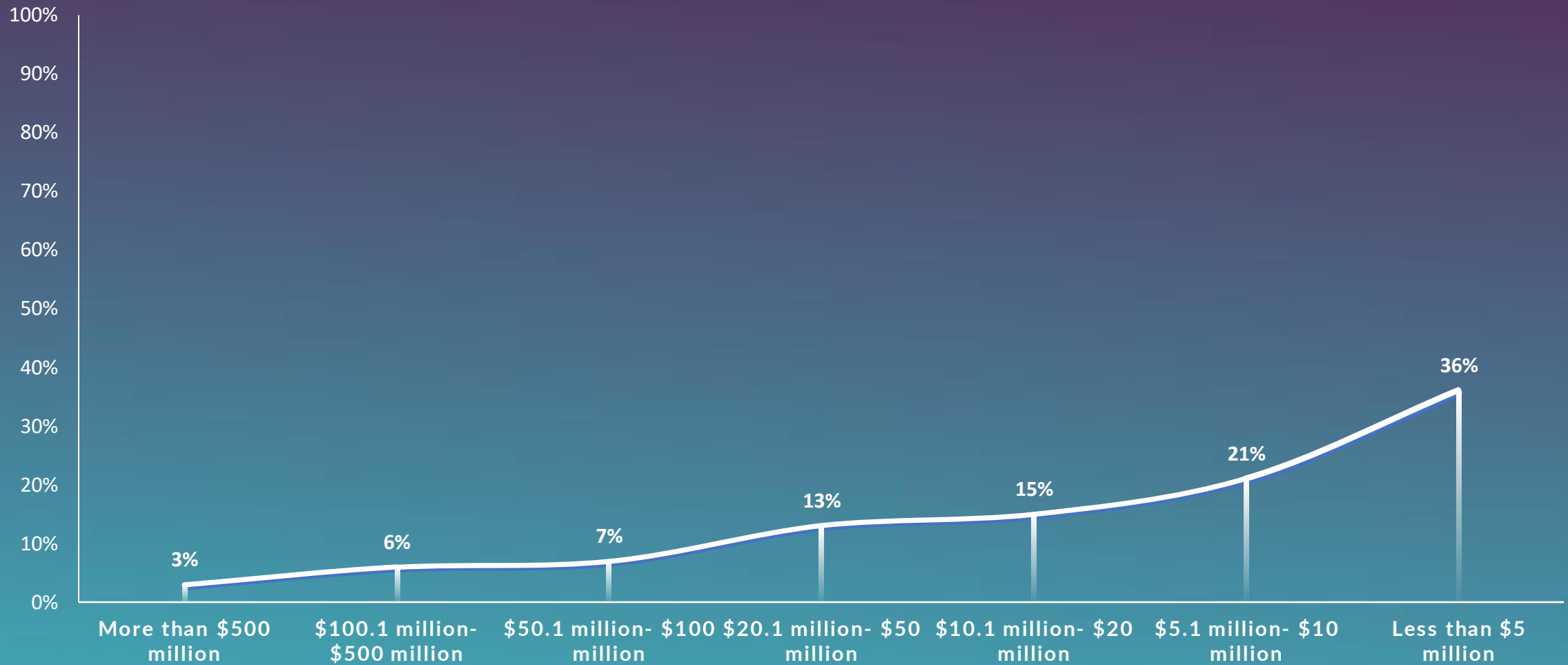
# RESPONDENT **DEMOGRAPHICS**

*There were 352 responses to this survey. All respondents represent nonprofits and other social impact organizations in North America.*

## Top 10 primary mission focus of respondent organizations (352).



# Total operating budgets of respondent organizations (352).

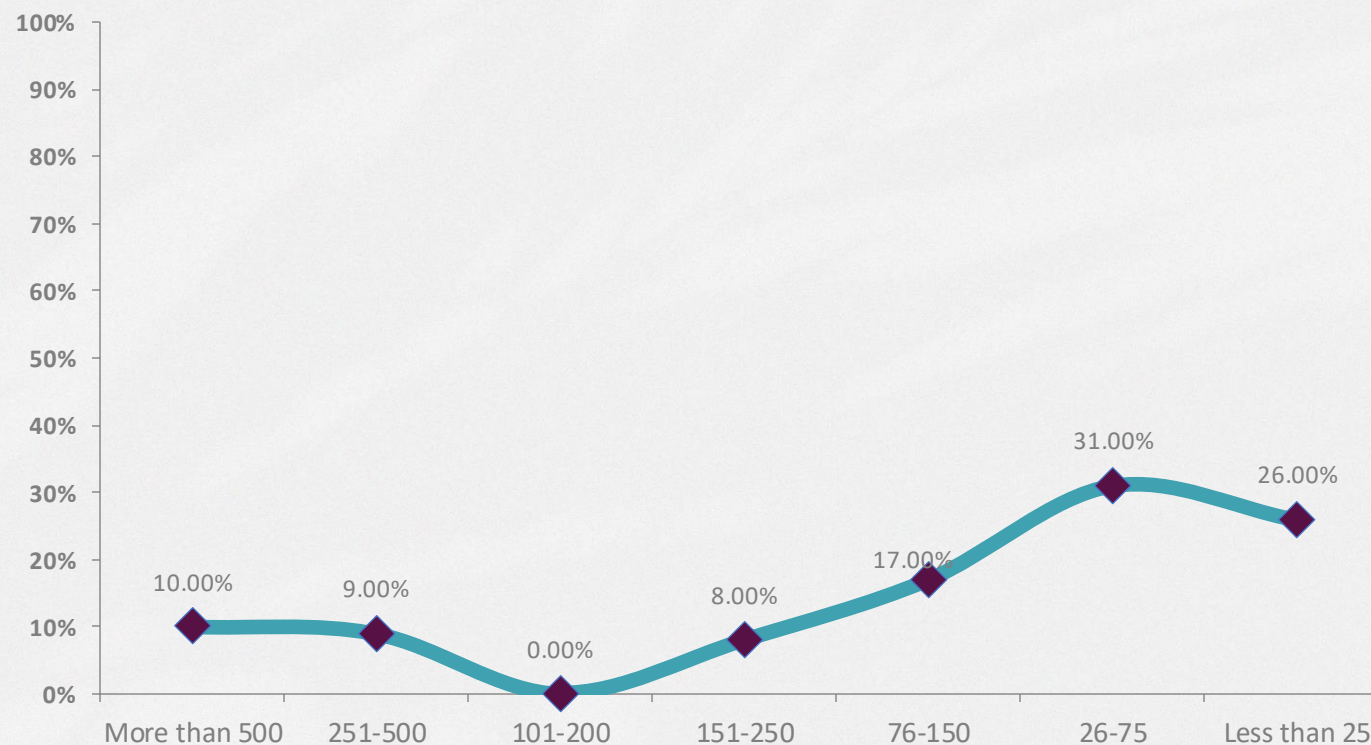




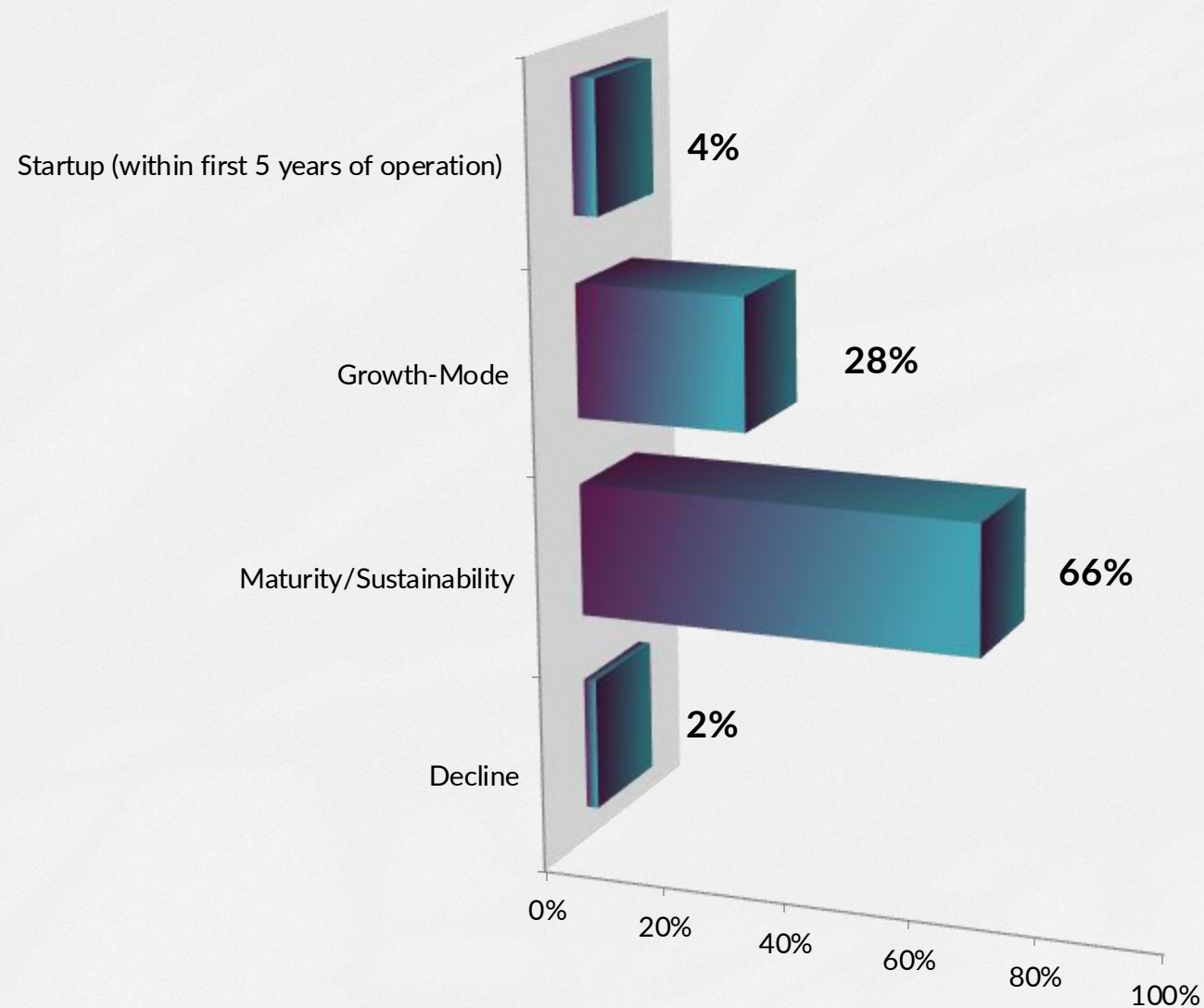
Top 10 U.S. states, territories or other North American countries of respondent organizations' headquarters (352).

ANSWER CHOICES	RESPONSES	
CA	17.24%	40
DC	14.22%	33
IL	4.31%	10
MD	8.62%	20
NY	10.34%	24
OH	2.59%	6
PA	3.45%	8
TX	3.88%	9
VA	4.31%	10
WA	3.88%	9

Current employee headcount of respondent organizations (352). Data includes full or full-time equivalent positions only. Does not include temporary employees, consultants or independent contractors.



Current lifecycle stage for respondent organizations (352).



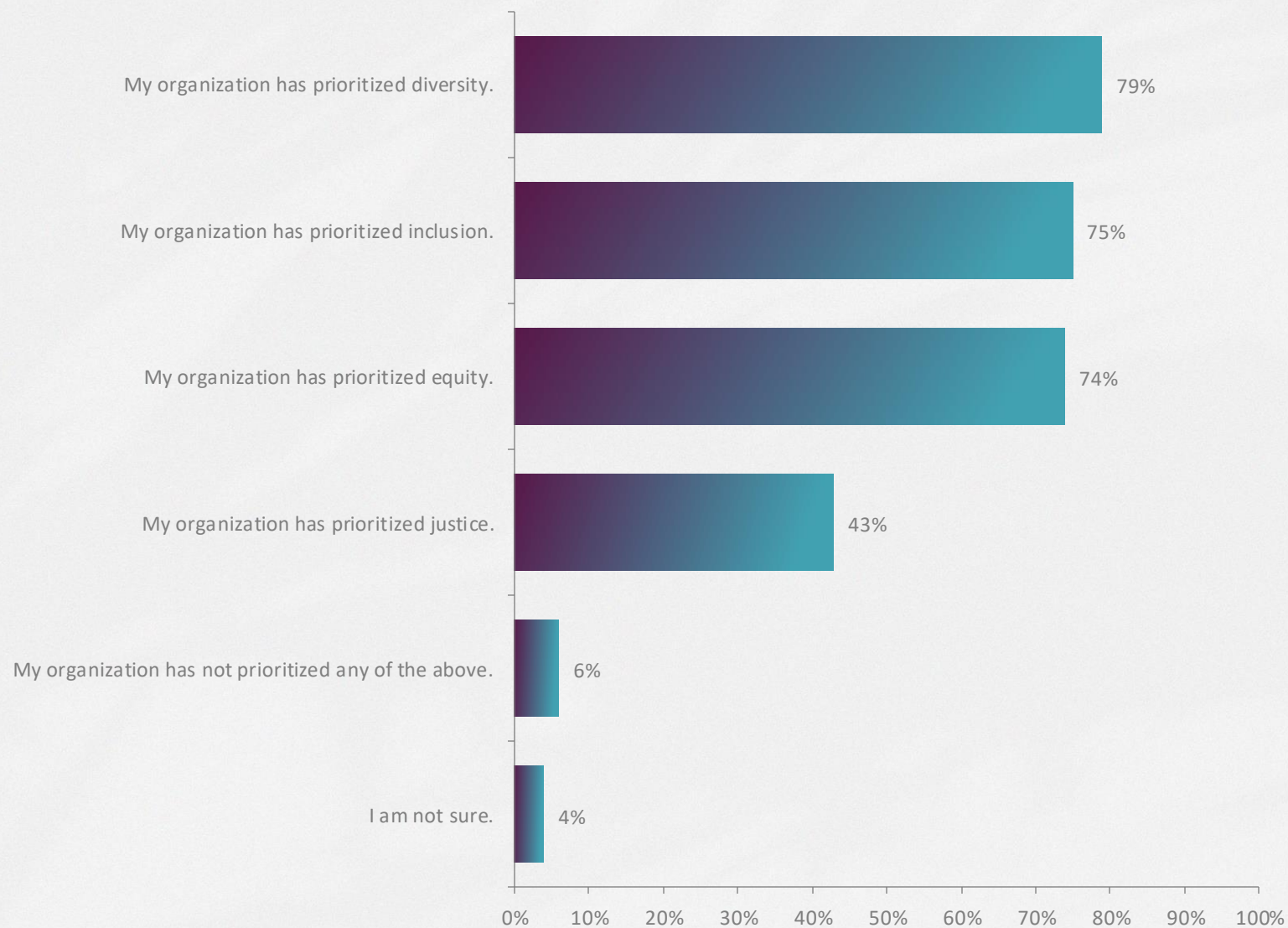


# SURVEY RESPONSES

*There were 352 responses to this survey. All respondents represent nonprofits and other social impact organizations in North America.*

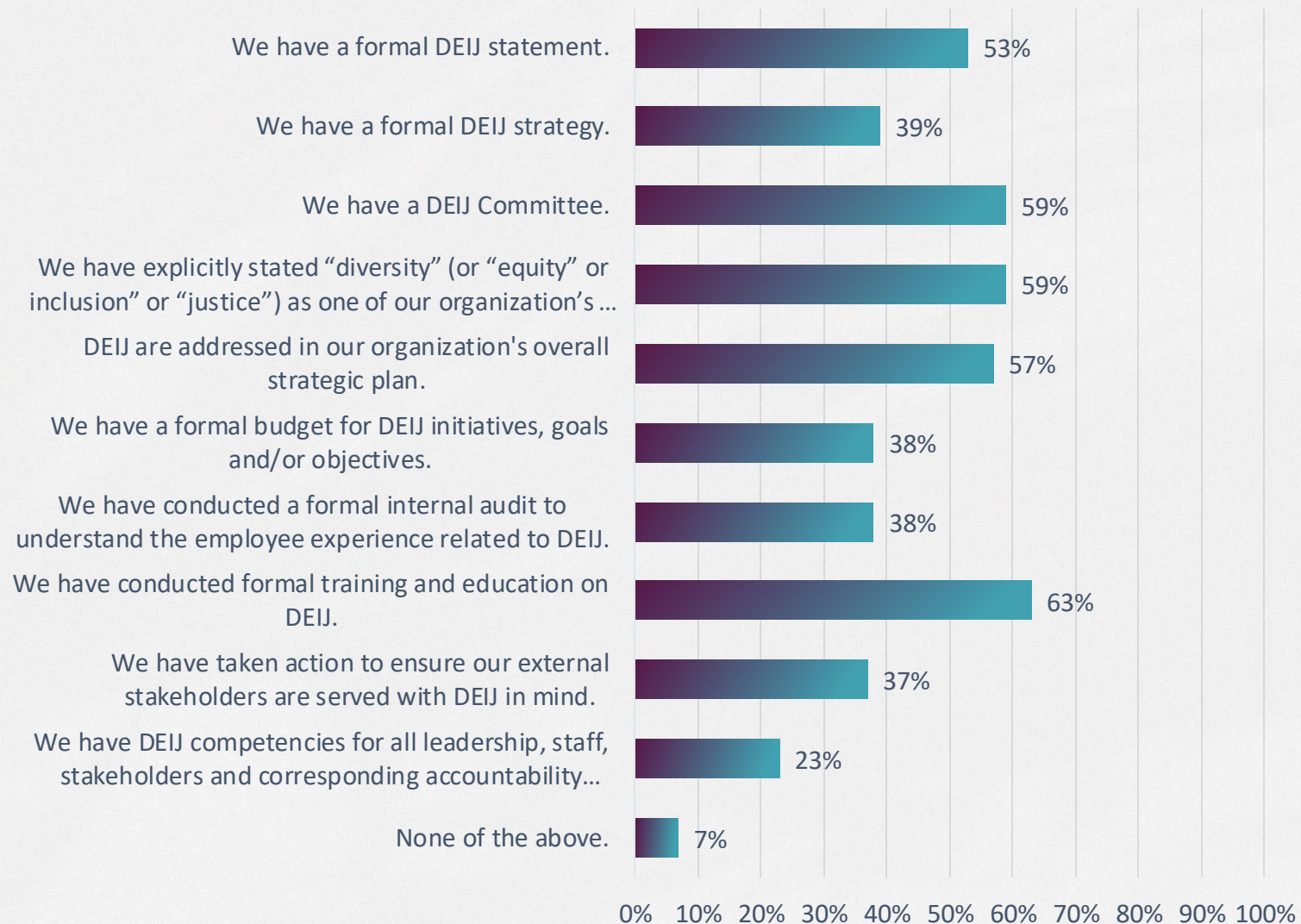
The following describes my organization's commitment to diversity, equity, inclusion and justice (DEIJ).

*Respondents were able to select all that apply.*



# How my organization demonstrated a DEIJ commitment:

*Respondents were able to select all that apply.*



The PRIMARY driver for creating our formal DEIJ strategy was:



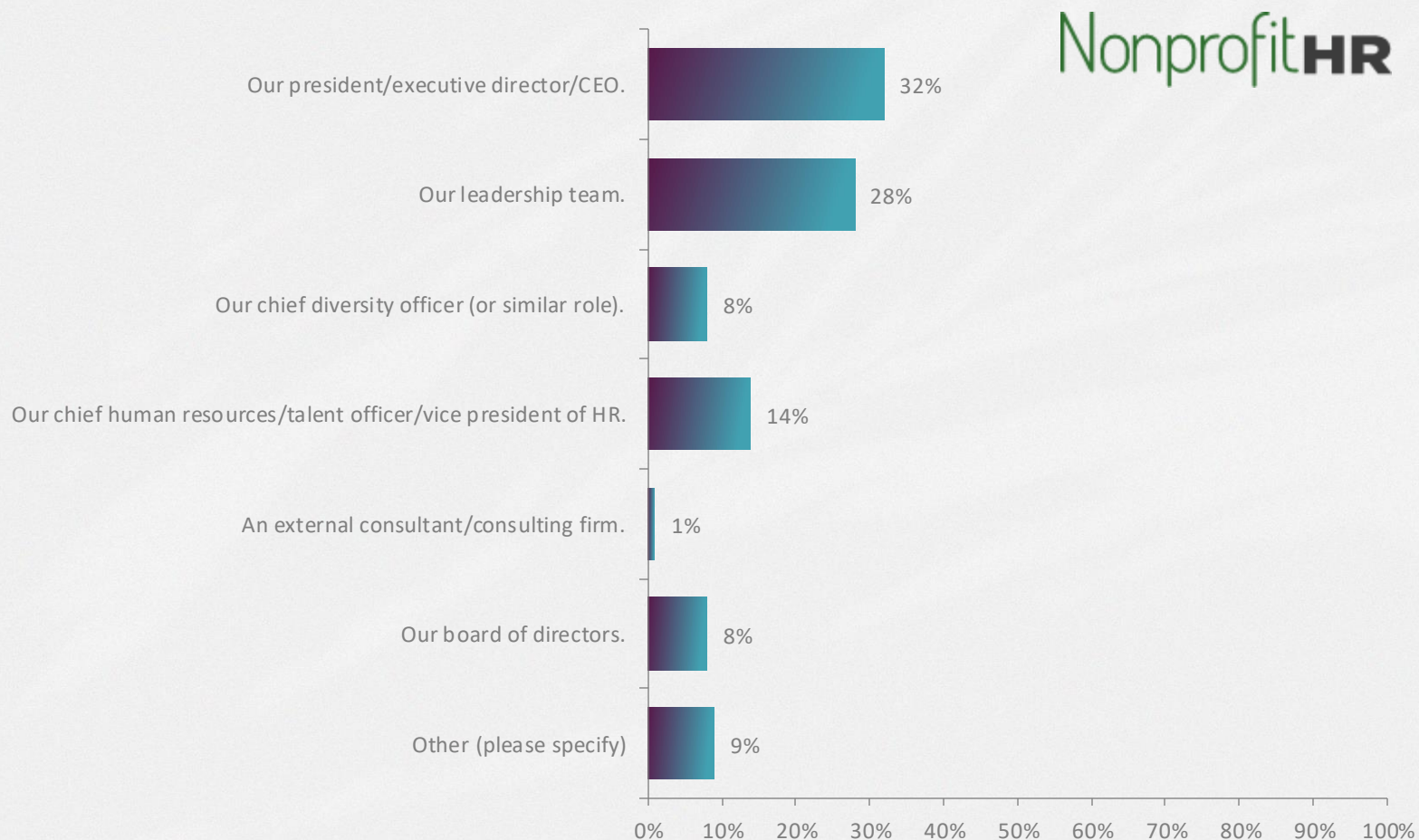
**Top 3 results from 2022 data:** Seeking improved organizational results (12%); expectations of stakeholder community (8%); need to improve internal DEIJ of thought (5%).

**Top 3 results from 2021 data:** Not applicable (25%); seeking improved organizational results (23%); needing to improve diversity at staff levels of organization (11%).

**Top 3 results from 2019 data:** Other (30%); Lack of diversity at leadership levels (20%); Diversity of thought (19%).



# Ultimate accountability for our organization's DEI strategy/initiatives belongs to:



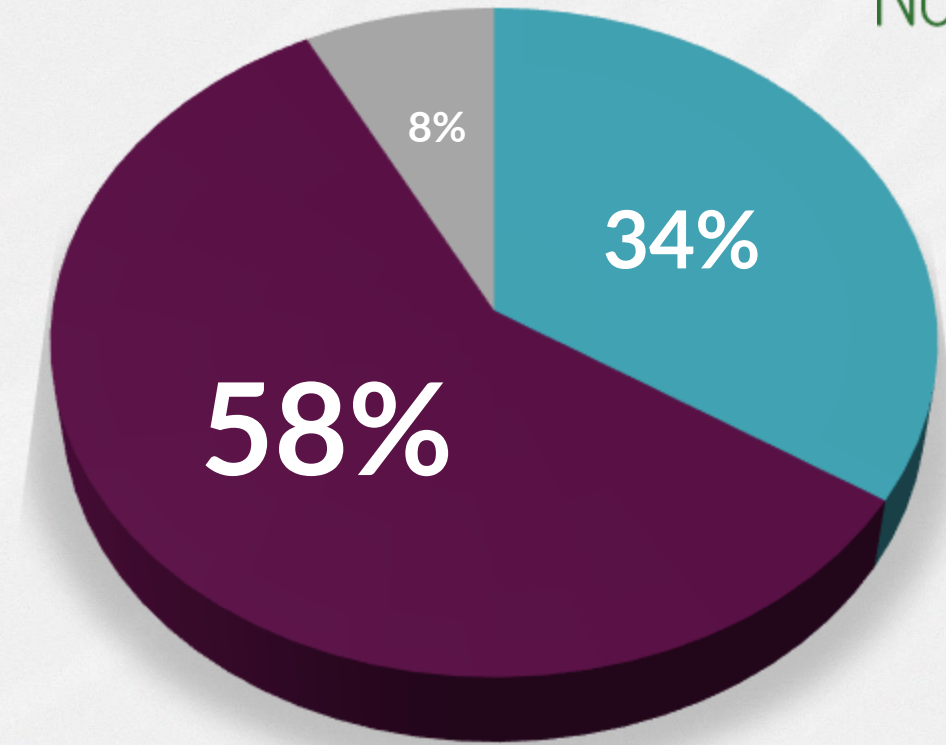
## Top 3 results from 2022 data:

Leadership Team (29%); Chief Human Resources/Talent Officer/VP of HR (11%); other (8%).

## Top 3 results from 2021 data:

Leadership team (41%); President/Executive Director/CEO (30%); Chief Human Resources/Talent Officer/Vice President of HR (14%).

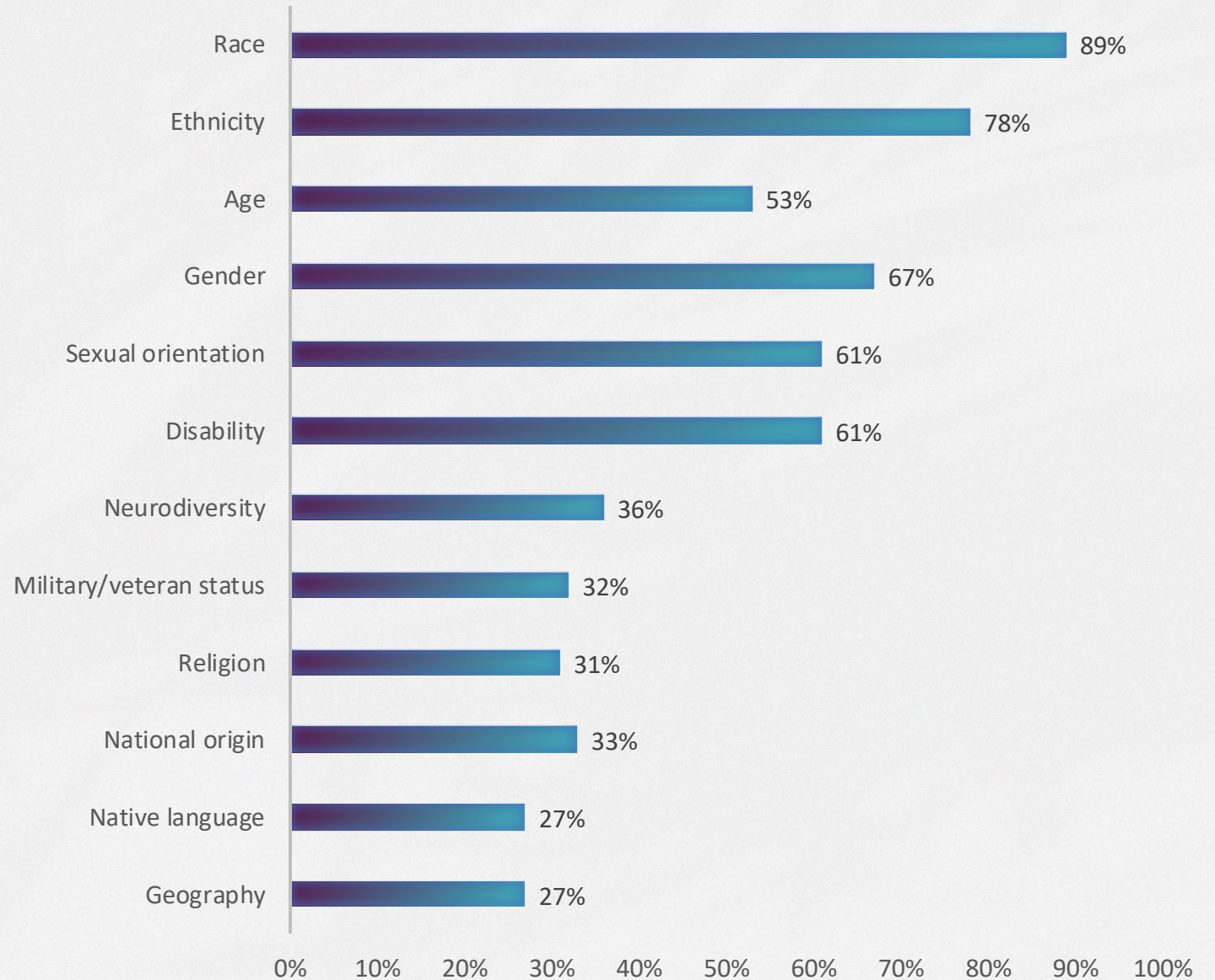
Organizations indicated that the staff person responsible for DEIJ is appropriately resourced/positioned within the organization to support organizational change.



■ Yes ■ No ■ Not applicable. We do not have a DEIJ strategy/initiative.

**Top 3 results from 2022 data:** Yes (61%); No (27%); I don't know (14%).

My organization is prioritizing talent attraction, retention and engagement of the following groups:





The following diversity challenge(s) apply to my organization's talent management function. Respondents were able to select all that apply.



**Top 3 results from 2022 data:** Attracting a diverse pool of candidates (74%); having/maintaining a diverse staff across the organizational hierarchy (62%); having designated DEIJ competencies for leadership (51%).

**Top 3 results from 2021 data:** Attracting a diverse pool of candidates (66%); Creating and/or maintaining a culture of inclusiveness among all staff (60%); Implementing engagement practices for a diverse staff (49%).



The following DEIJ challenge(s) apply to my organization's structure. Respondents were able to select all that apply.

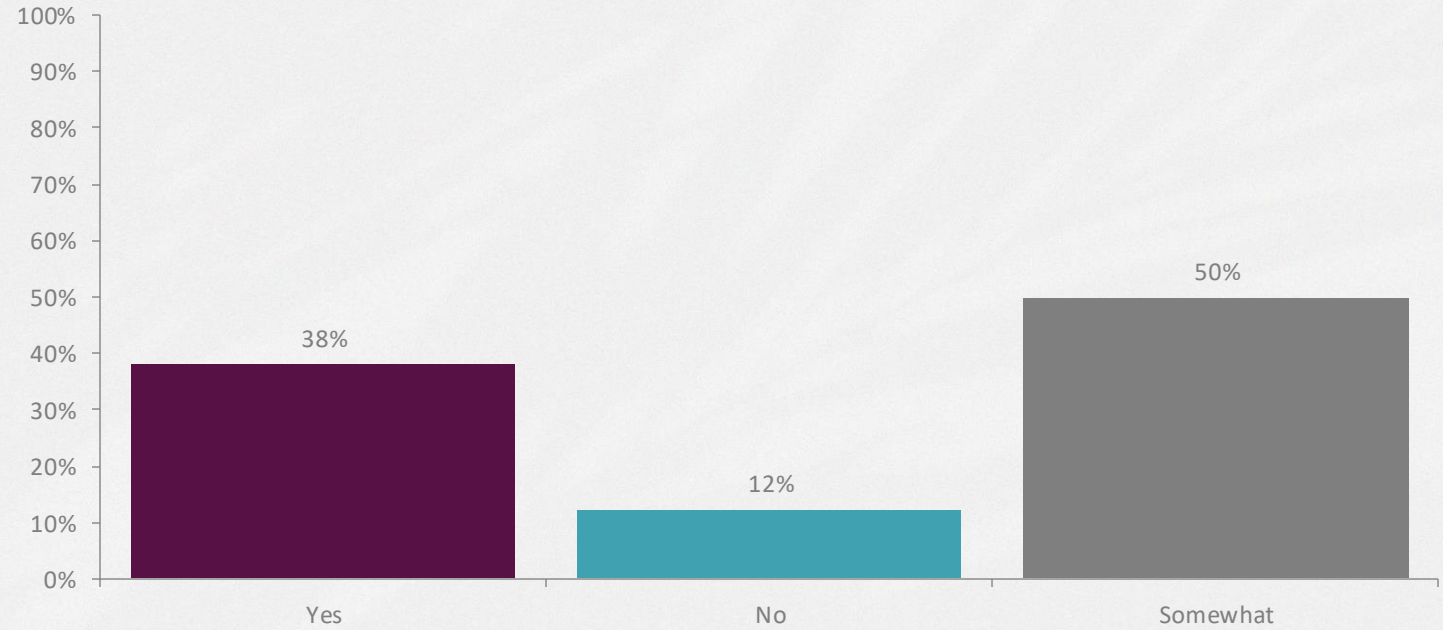


**Top 3 results from 2022 data:** Obtaining and/or maintaining diversity of the board (65%); obtaining and/or maintaining diversity at senior leadership levels (63%); establishing accountability for diversity objectives, initiatives or programs (54%).

**Top 3 results from 2021 data:** Obtaining and/or maintaining diversity at senior leadership levels (68%); Obtaining and/or maintaining diversity on the board (68%); Establishing accountability for diversity objectives, initiatives or programs (54%).

**Top 3 results from 2019 data:** Realizing racial/ethnic diversity (42%); Creating safety for management/staff facing challenges with openly discussing diversity (16%); Realizing diversity based on background/experience (11%).

The diversity of my organization's staff reflects the communities we serve.



**Results from 2022 data:**

Yes (35%); No (17%).

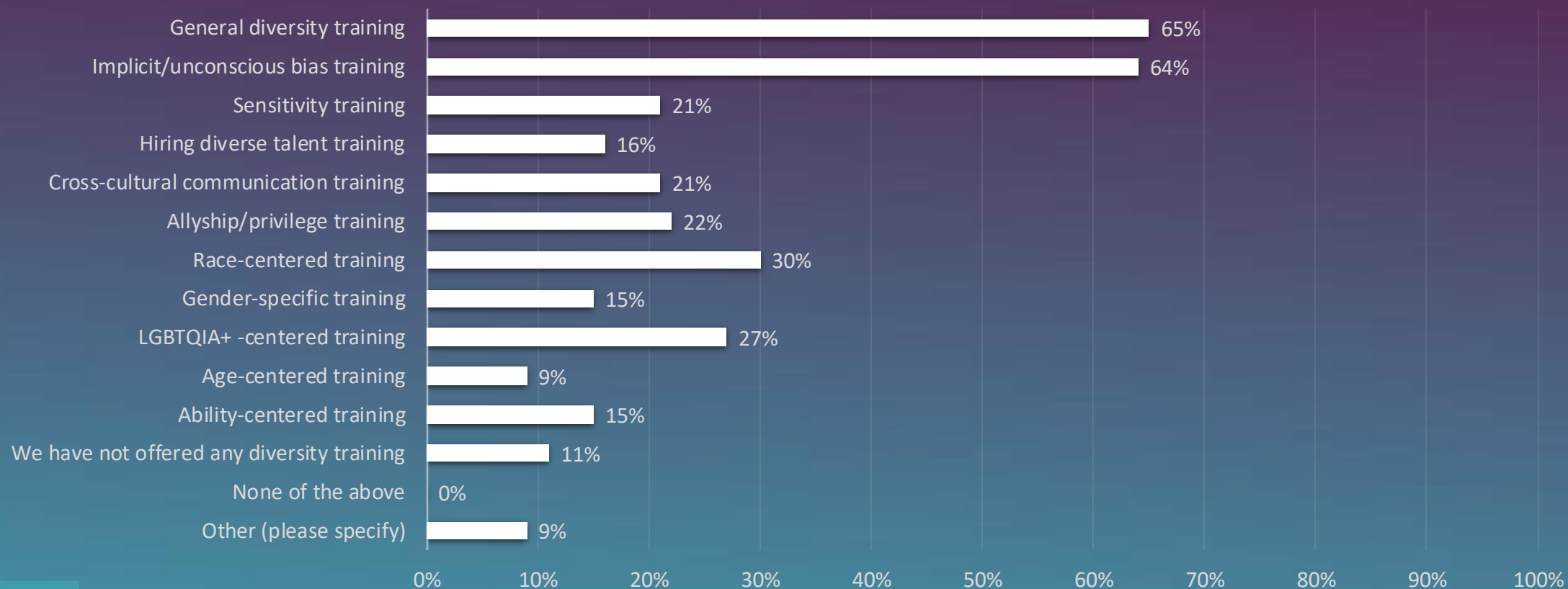
**Results from 2021 data:**

Yes (53%); No (47%).

**Results from 2019 data:**

Yes (57%); No (43%).

## My organization has offered the following DEIJ training options:

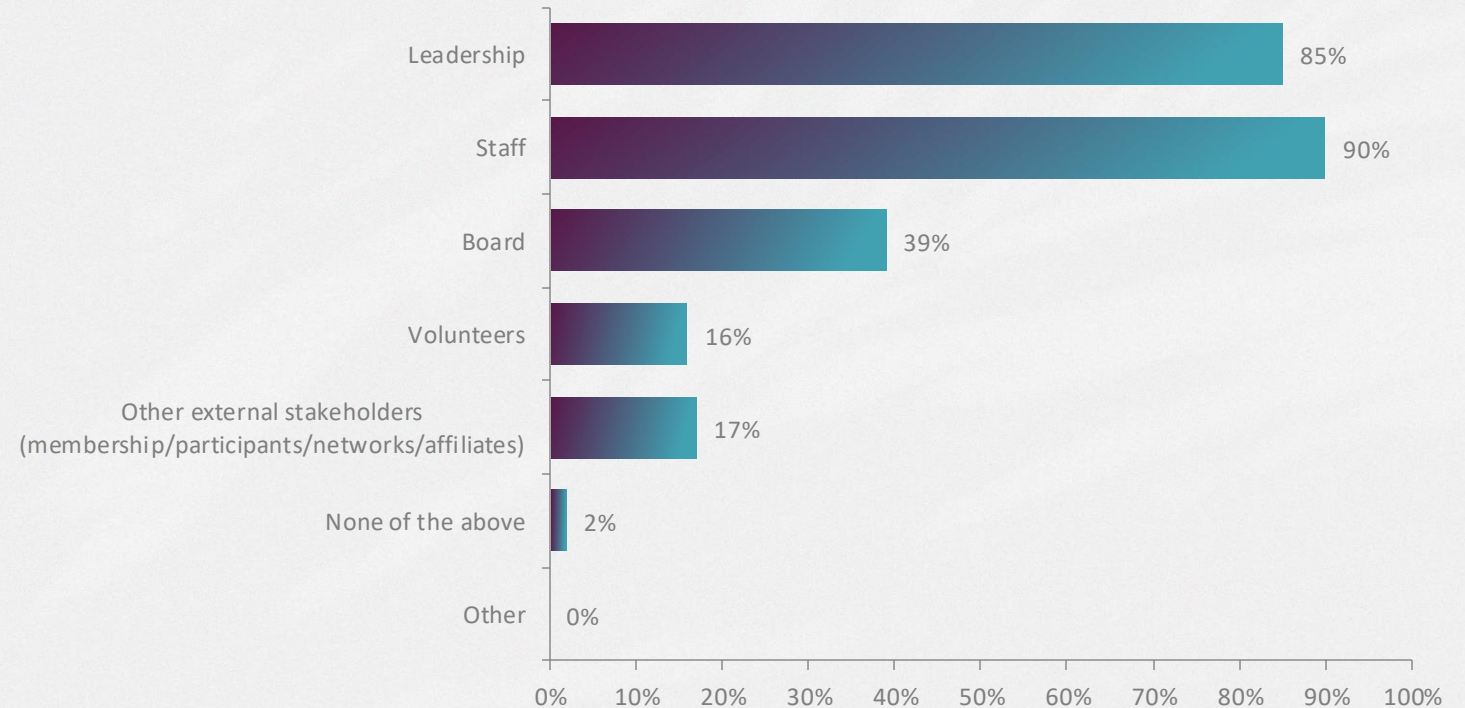


**Results from 2022 data:** General DEI training (65%); Implicit/unconscious bias training (60%); Race-centered training (27%).

**Results from 2021 data:** General diversity training (47%); Implicit/unconscious bias training (38%); We have not offered any DEI training (32%)

**Results from 2019 data:** General diversity training (51%); Implicit/unconscious bias training (40%); We have not offered any DEI training (31%)

My organization has provided DEIJ training to the following stakeholder groups. Respondents were able to select all that apply.



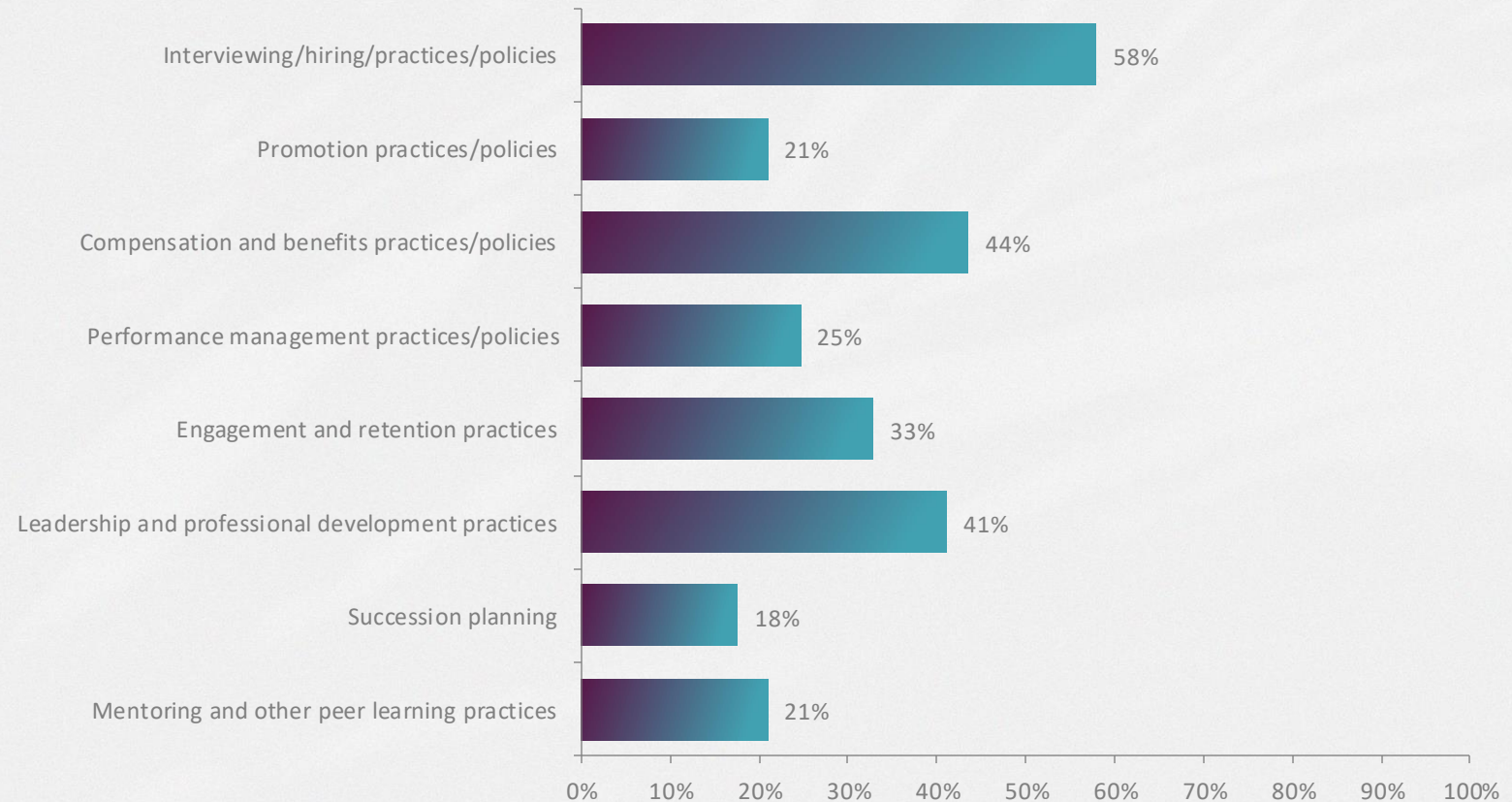
**Top 3 results from 2022 data:** Staff (79%); Leadership (71%); Board (35%).

**Top 3 results from 2021 data:** Staff (59%); Leadership (52%); All of the above (36%).

**Top 3 results from 2019 data:** Staff (43%); Leadership (41%); None of the above (30%).



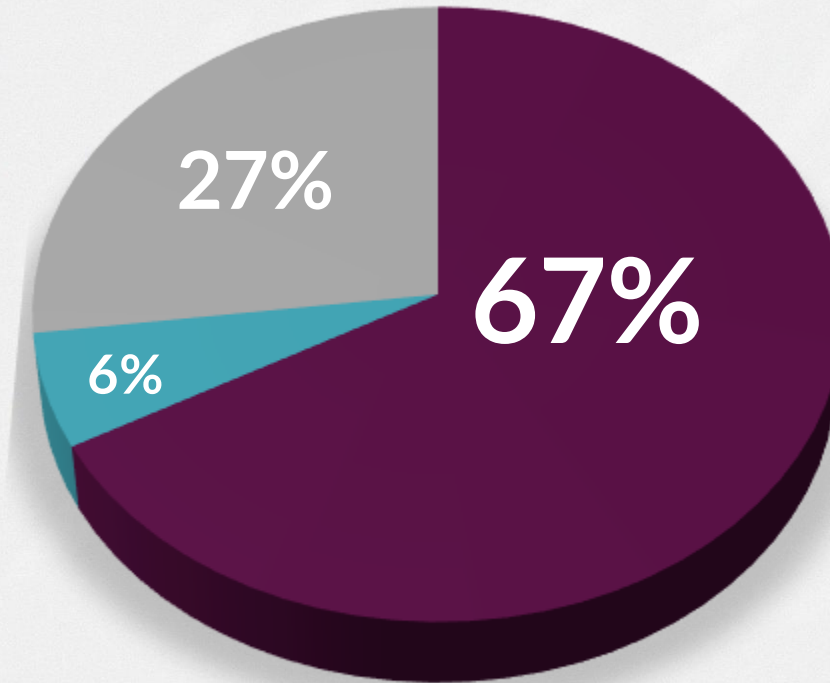
Practices/policies that my organization has changed. Respondents were able to select all that apply.



**Top 3 results from 2022 data:** Interviewing/hiring (70%); Compensation and benefits practices/policies (41%); Leadership development practices (40%).

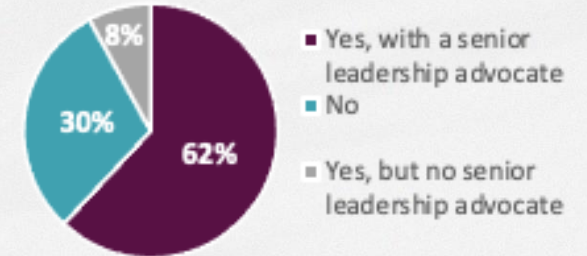
**Top 3 results from 2021 data :** Interviewing/hiring (63%); Leadership development practices (39%); Engagement and retention practices (37%).

Our organization formed a work team or task force focused on DEIJ. Respondents also indicated if there is a senior leadership advocate who sits on the team or task force.

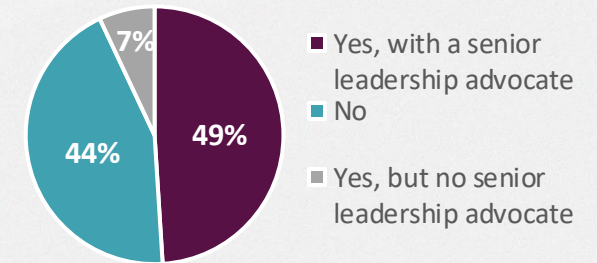


- Yes, with a senior leadership advocate.
- Yes, but no senior leadership advocate.
- No, we have not formed a work team or task force focused on DEIJ.

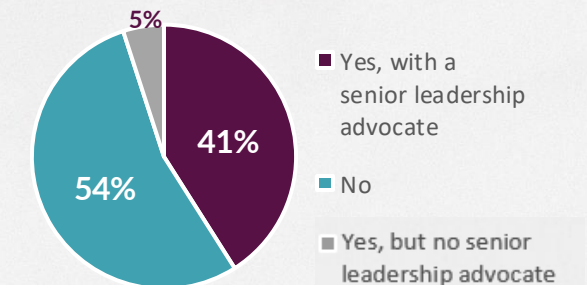
#### Results from 2022 data:



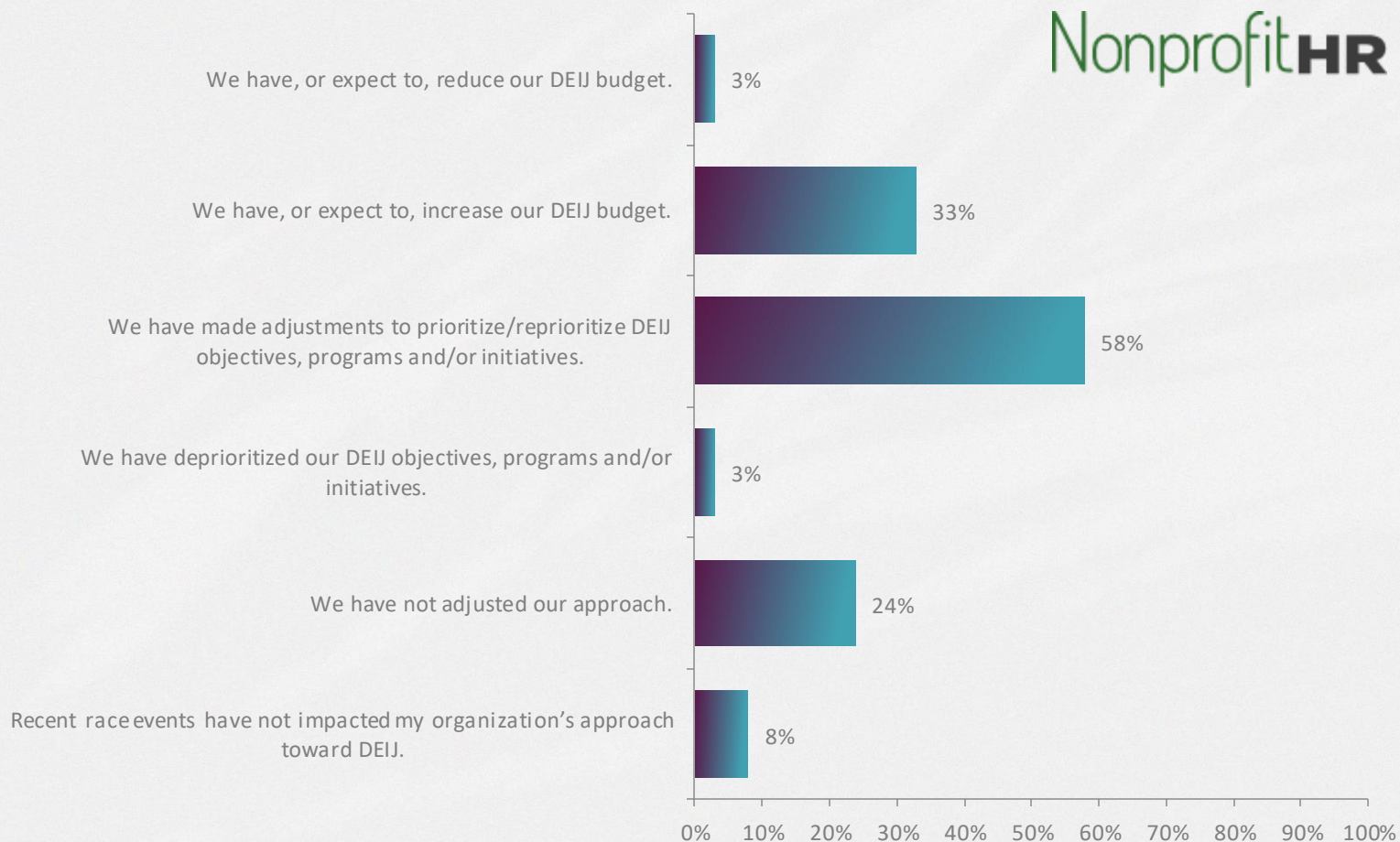
#### Results from 2021 data:



#### Results from 2019 data:



Ongoing racial justice and equality challenges impacted my organization in the following ways. Respondents were able to select all that apply.

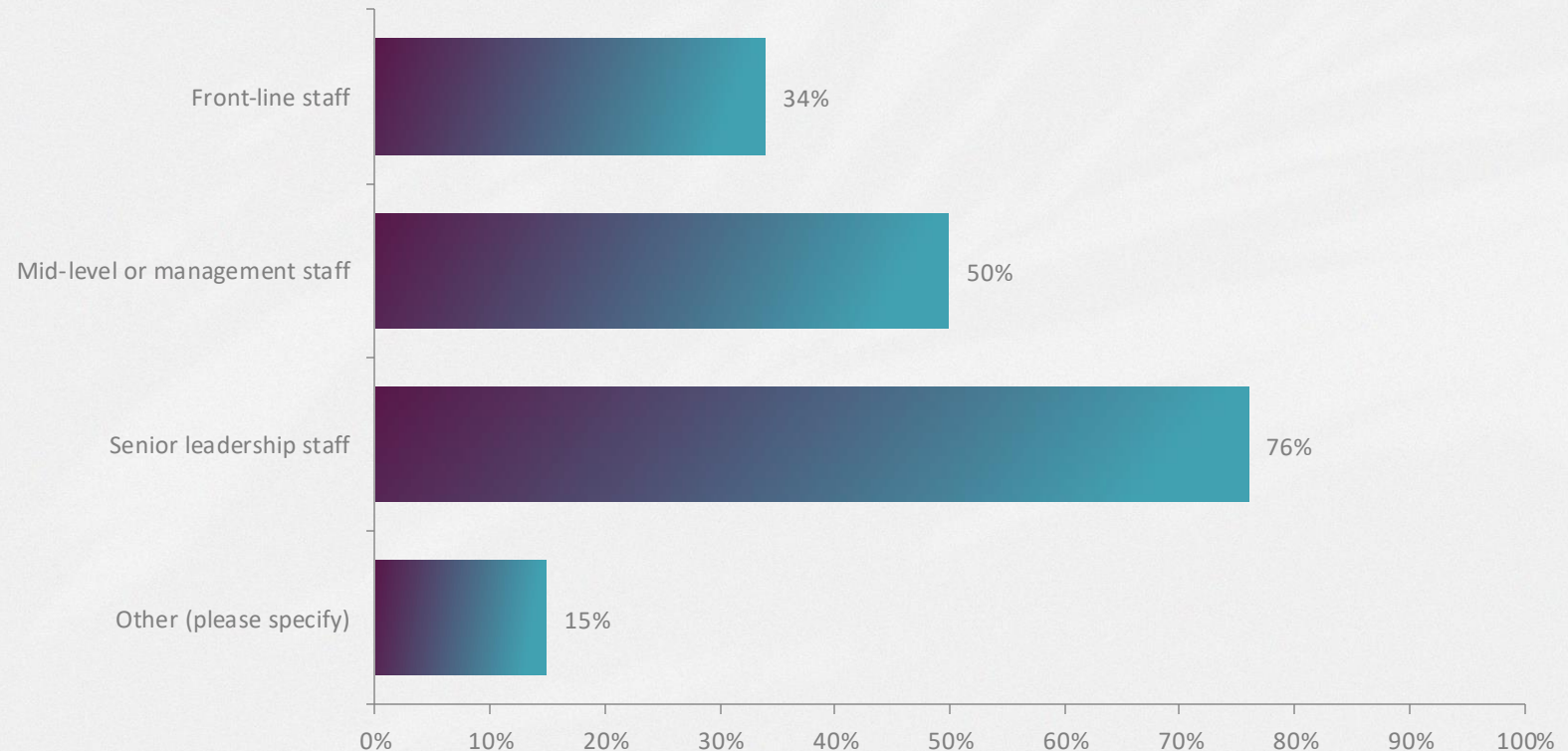


**Top 3 results from 2022 data:** Adjustments to prioritize/reprioritize diversity objectives, programs and/or initiatives (54%); Have, or expect to, increase our DEIJ budget (34%); Have not adjusted our approach (23%).

**Top 3 results from 2021 data:** Adjustments to prioritize/reprioritize diversity objectives, programs and/or initiatives (63%); Have not adjusted their approach (28%); Have, or expect to, increase diversity budget (28%).



Employee stakeholder groups leading DEIJ efforts due to racial justice and equality events. Respondents were able to select all that apply.

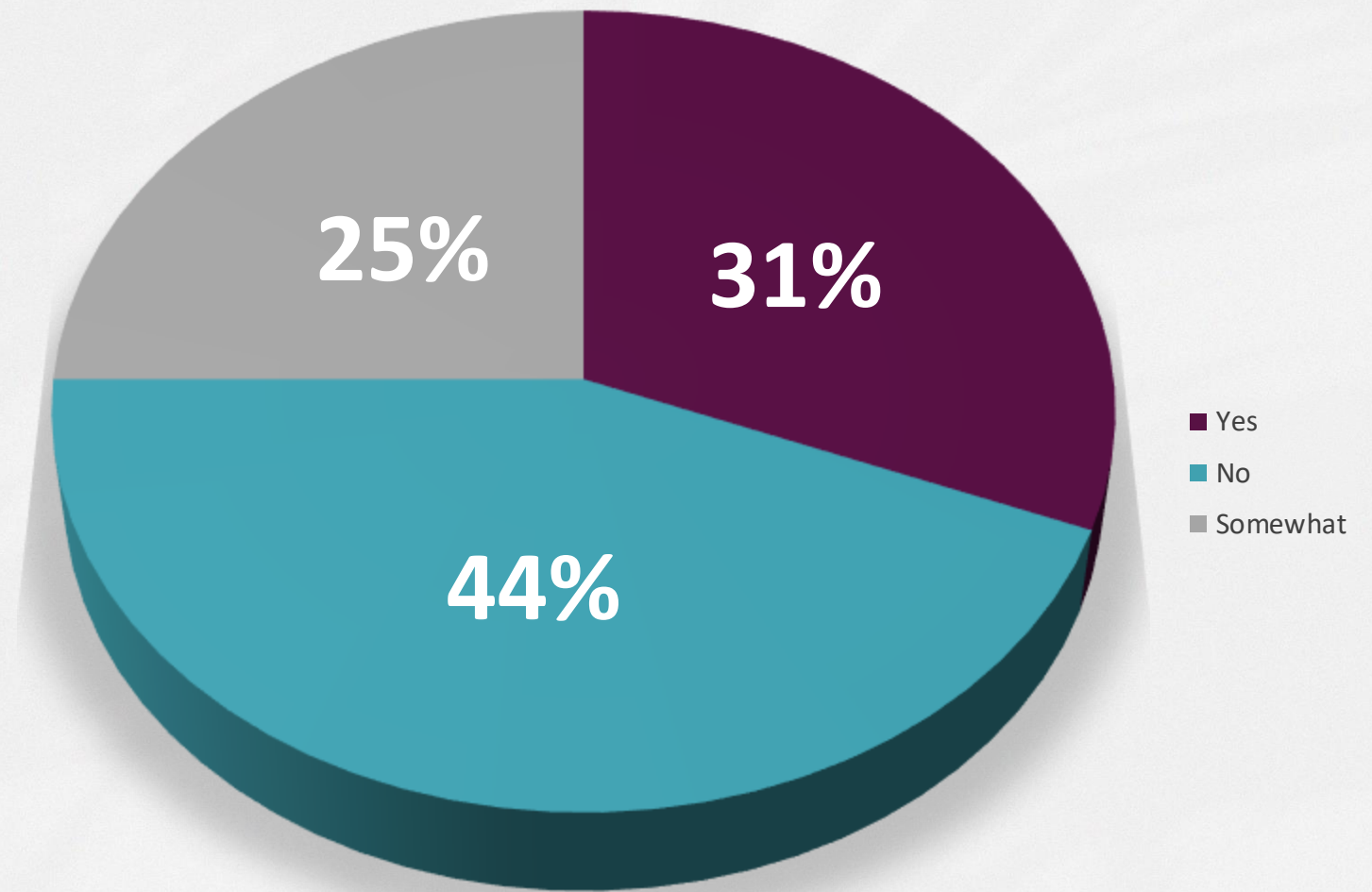


**Top 3 results from 2022 data:** Senior leadership staff (70%); Mid-level or management staff (42%); Front-line staff (21%).

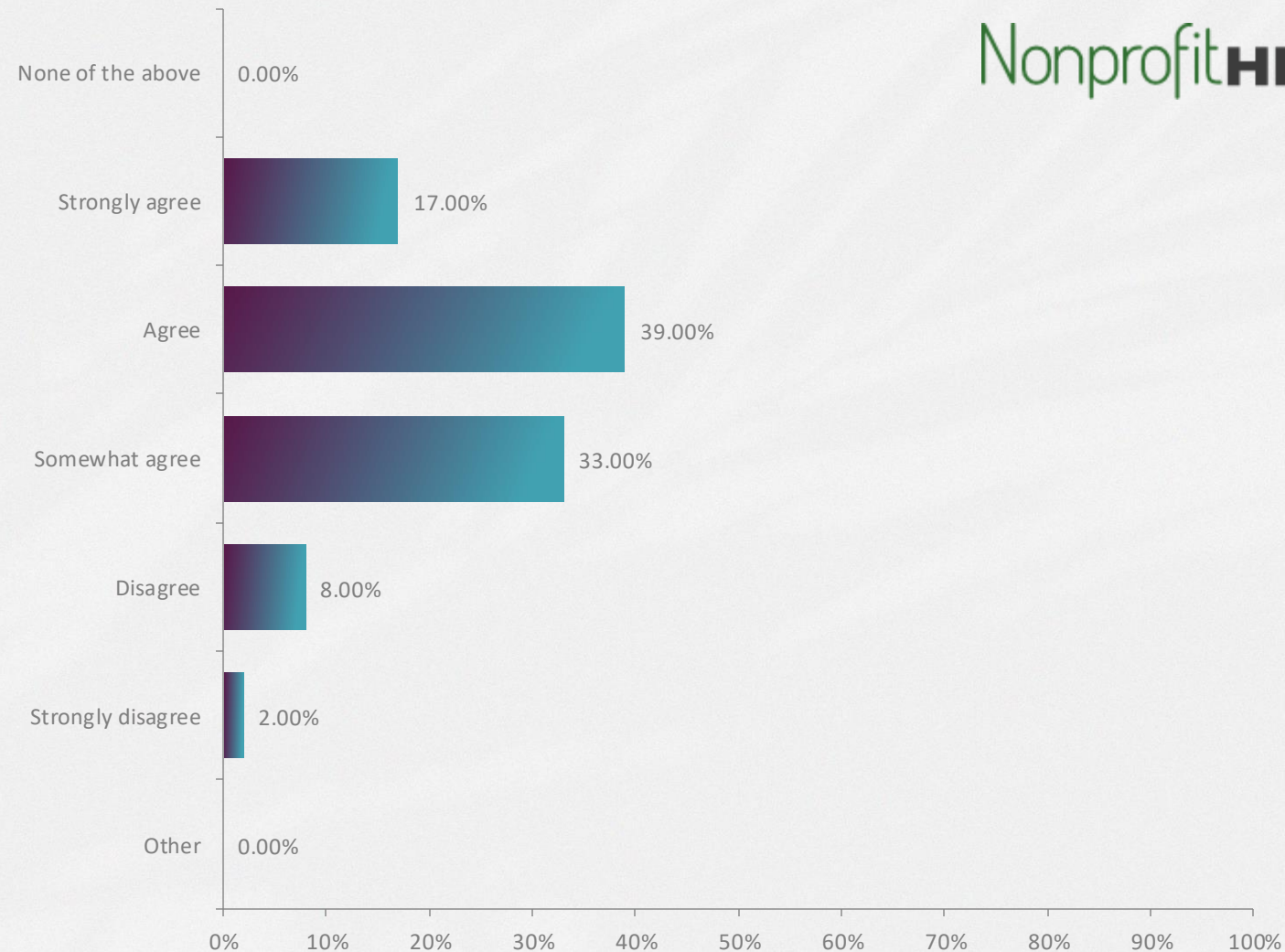
**Top 3 results from 2021 data:** Senior leadership staff (81%); Junior staff (25%); Other (15%).



Our organization identified new diversity, equity, inclusion and justice opportunities/challenges as a result justice and equality issues.

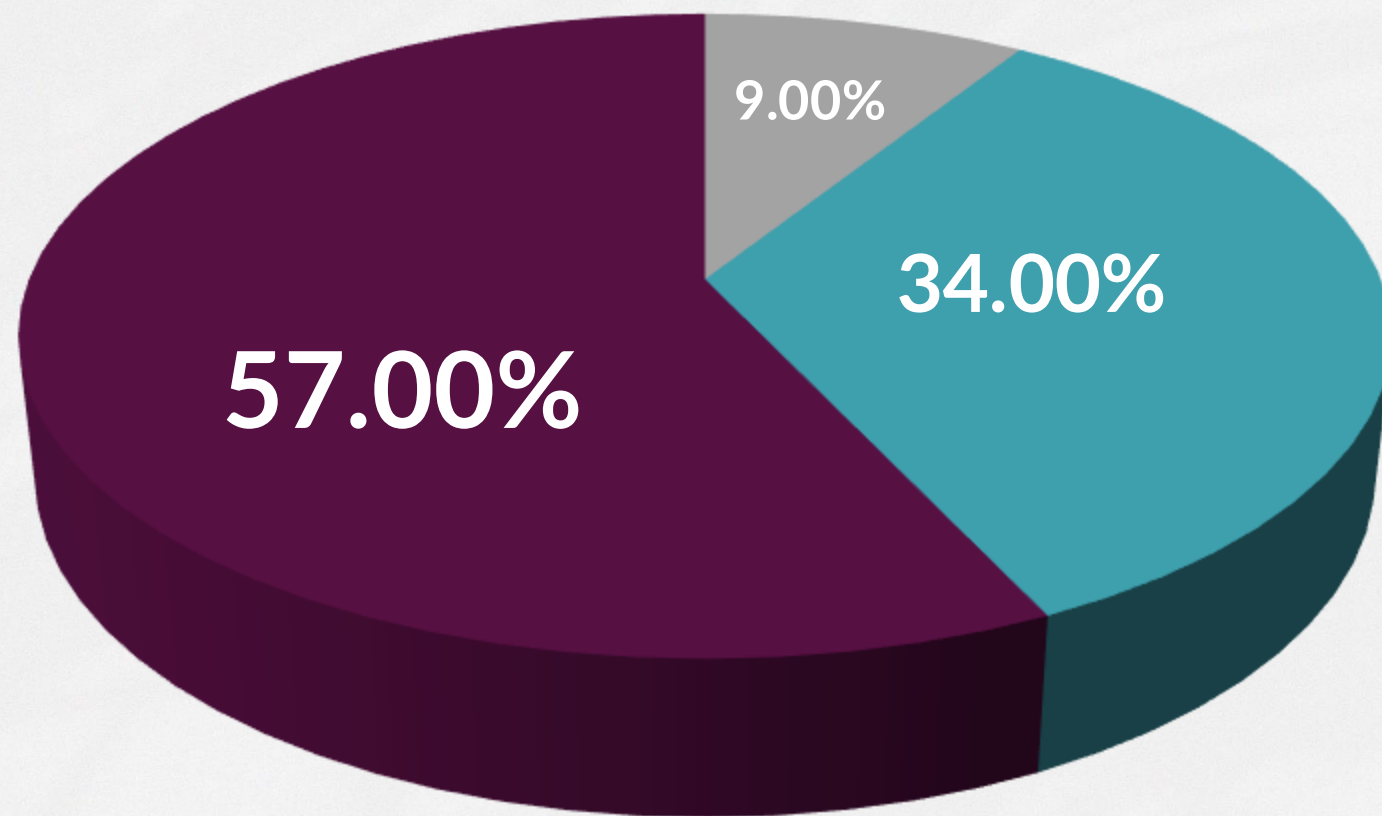


I believe my organization is making good progress toward our DEIJ goals.



**Top 3 results from 2022 data:** Agree (40%); Somewhat agree (34%); Strongly agree (17%).

My organization participated  
in Nonprofit HR's 2022  
Nonprofit Diversity, Equity,  
Inclusion & Justice Survey.



■ Yes ■ No ■ I am not sure.



# 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

## EQUITY, DIVERSITY, INCLUSION & JUSTICE

- Assessments, Strategy Design & Implementation
- EDIJ Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

## TOTAL REWARDS

- Salary Benchmarking
- Compensation Program Design
- Pay Equity Analysis
- Benefits Assessments
- HR Technology

## SEARCH

- Executive & Professional Search
- Recruitment Outsourcing
- Interim leadership

## SOCIAL ENTERPRISE

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



# ABOUT NONPROFIT HR

## Our Vision:

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



*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 and Palliative Care Organization

- 
- **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.**

# THANK YOU

Contact Us!

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