



A COMPREHENSIVE CASE STUDY

Global EDIJ: Supporting an International Staff

Client Demographics

Nonprofit HR Practice Area: Equity, Diversity, Inclusion & Justice

Location: Global/International

Sector: Nonprofit

Mission Type: International Environmental Council

Staff Size: 115 Employees

Annual Budget: \$10 million

Type of Engagement: Equity Assessment and EDIJ Committee Formation

Scenario

As a global leader in the environmental space, the client aimed to further create an equity-centered, transparent and accountable organizational culture. Given its international structure, it was important that the diverse representation reflected the different parts of the world in which the organization operated. In addition, the nonprofit needed recommendations that moved beyond the U.S.-centered view of equity, diversity, inclusion and justice with an approach that fit within international boundaries and regulations.

Project Duration: 1.5-2 years (ongoing with implementation)

Project Goals

Nonprofit HR's Equity, Diversity, Inclusion & Justice practice led a full equity assessment and prioritization project to assess the climate of the culture, identify process and practice gaps, and embed accountability into the organization through the formation of an EDIJ committee. Nonprofit HR also designed and delivered a series of training courses to all staff. There was an intentional emphasis on catering to the assessment process and curating training content so that it aligned with the global staffing framework.



Considerations

- 1 Since this was an international organization, it was necessary to explore the representation of different groups around the world, account for the different cultural contexts and norms, navigate diverse time zones, and understand and adhere to international regulations.
- 2 Gaining executive buy-in from a member of the executive team was an initial challenge. Peer accountability and engagement in EDIJ competency building were vital for the solution to be effective.

Solutions

Nonprofit HR engaged with the client in a thorough equity assessment identifying areas to improve the organizational culture for staff across multiple continents. The assessment included an in-depth analysis of HR processes and external perception of the employer brand. An organizational staff survey, identity- and staff-based focus groups and a review of pertinent organizational documents were also in the project scope.

After completing the assessment, Nonprofit HR guided the client through the prioritization phase focusing with an international lens to bring EDIJ recommendations tightly into the implementation process. The EDIJ team built a process foundation that cultivated trust among staff and leadership. They applied a layer of cultural humility, which they needed to generate solutions that spanned across international borders. Nonprofit HR then offered sound guidance that centered equity and belonging across all staff.

Nonprofit HR assisted in creating a comprehensive EDIJ roadmap to guide the organization in implementing the most impactful prioritization. Ultimately, the solutions presented enabled the organization to develop its first EDIJ committee, create an EDIJ foundation for different parts of the world, and establish peer accountability and competency building. This ongoing client engagement has resulted in a culture of transparency and power sharing at the organization, with a continued focus on implementing global EDIJ initiatives. The organization has shown significant progress with Nonprofit HR as its trusted partner in global equity, diversity, inclusion and justice.

