



Nonprofit**HR**

STRENGTHEN YOUR PEOPLE.  
ACHIEVE YOUR MISSION.

# PERSEVERING FOR PROGRESS: EDIJ 2024 & BEYOND

February 28, 2024



## ABOUT

# NONPROFIT HR

### Our Vision:

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

- Total lifecycle solutions for talent management
- 20+ years of 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, 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

## 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

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



YOUR NONPROFIT HR

# PRESENTERS



**ANTONIO CORTES,  
PhD**

Managing Director, EDIJ



**JE'NAI TALLEY  
JACKSON, LMSW**

Team Leader & Senior  
Consultant, EDIJ



**RACHAEL  
FORESTER, EdD**

Senior Consultant, EDIJ



# ■ AGENDA

- Contextual Challenges to Advancing DEI
- Model for Embedding EDIJ in Organizations
- Case Study
- Strategies to Reignite DEI Efforts
- Q&A



# ■ CONTEXTUAL CHALLENGES TO ADVANCING DEI

- Limited Funds
- Compliance Measures
- Generational Differences
- Current DEI Sentiments
- External Stakeholders' Varying Expectations
- Politics
- “Band-Aid Solutions”
- Trauma and Fatigue



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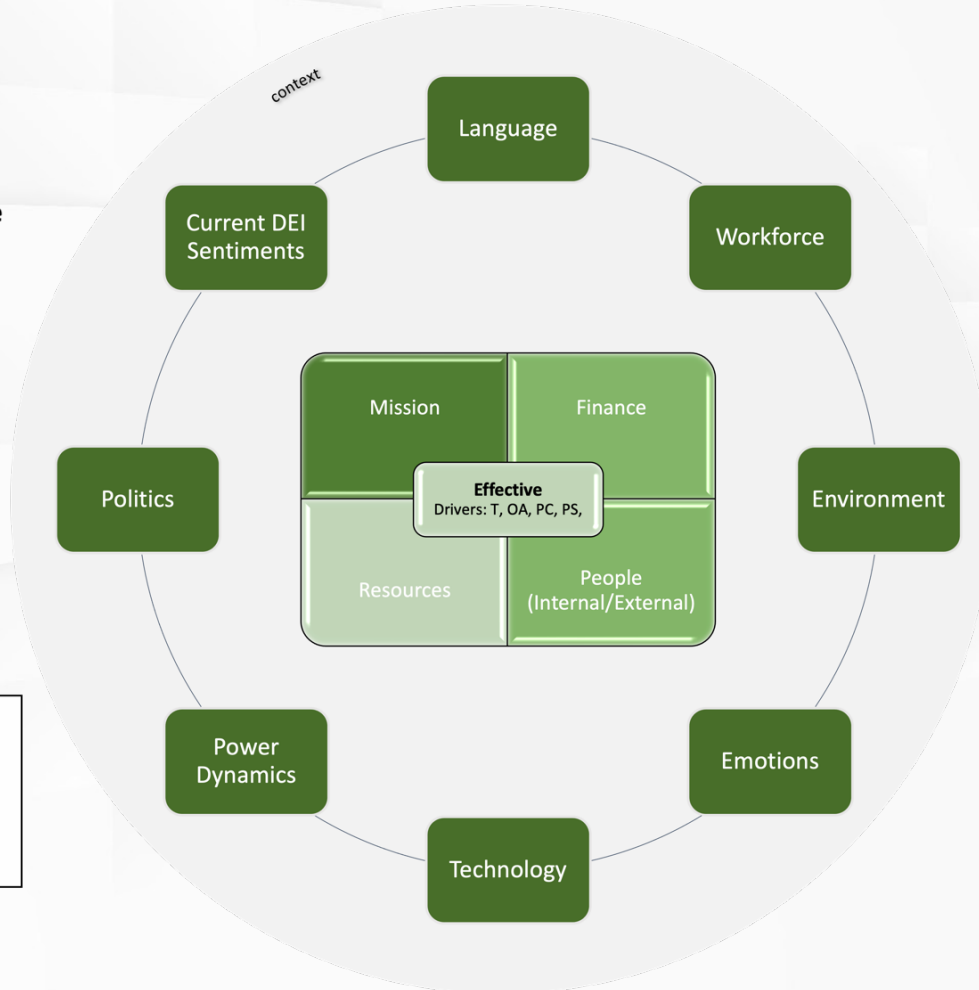
**Which, if any, of these barriers is most pressing for your organization?**

**What's missing from the list?**



# A HOLISTIC APPROACH

**Embedded EDIJ:  
Systems Change  
Approach for Effective  
Nonprofits**



- Legend**
- T- Transparency
  - OA- Operational Accountability
  - PC- People & Culture
  - PS- Power Sharing

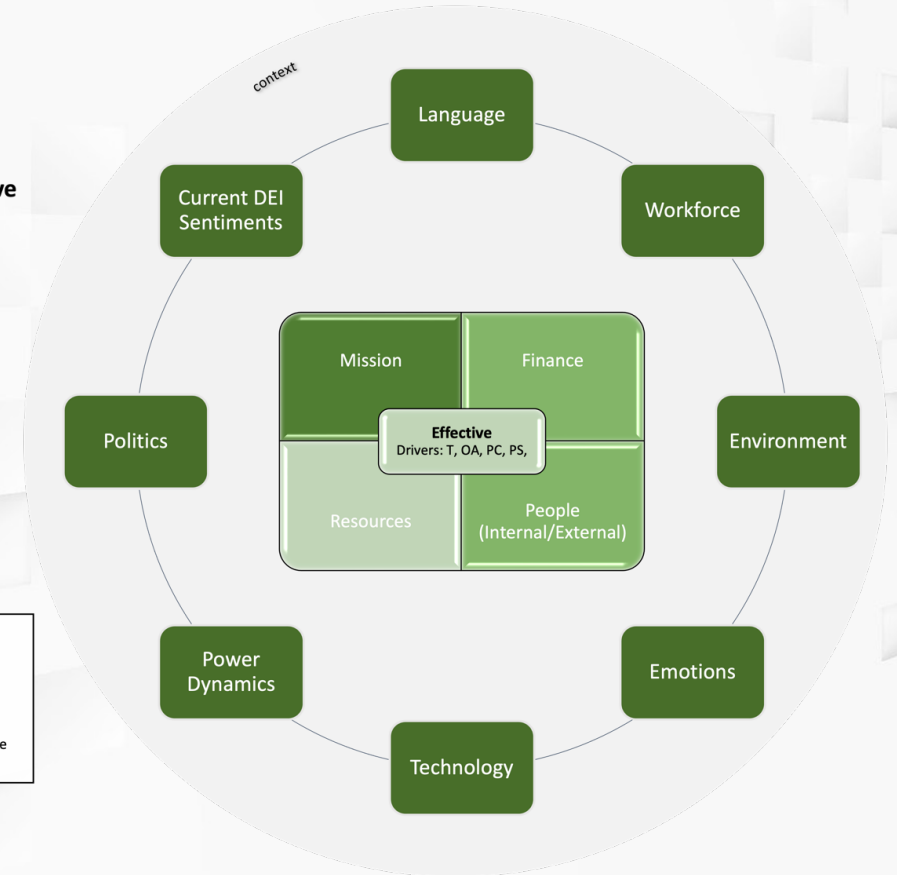
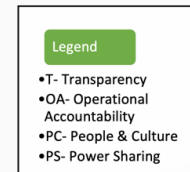




## ■ A CASE STUDY

- **Sector:** Children, Youth & Families; Education
- **Budget:** \$20.1-\$50 million
- **Staff size:** 101-150
- **Reach:** Across the United States and international partnerships
- **Focus:** Provide support to primary and secondary school students and staff through social-emotional learning resources.

Embedded EDIJ:  
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# ONWARD

- Get a Pulse on the Organization
- Understand Your Audience
- Learn More About Gen Z
- Lean Into Emotional Intelligence
- Align EDIJ to Your Mission
- Allocate Resources
- Stay the Course



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**What are the actions  
you're taking to  
maintain momentum  
and ensure staff  
members feel a sense  
of belonging?**



# Q&A

# THANK YOU & CONTACT US

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