

Nonprofit**HR**

Anne Arundel County DEIJ Series - 2021 Session 2

Hosted by:



Session 2 Agenda

- Welcome
- Introductions
- Overview of Survey Findings
- Breakout Sessions: Brainstorming & Troubleshooting
- Preparing for Next Session



Welcome New Folks!



Please briefly share the following:

- Name
- Organization Affiliation
- Role

Engagement Principles for Brave Spaces

- Be Present
- Respect Confidentiality
- Assume Positive Intent
- Speak Your Truth
- Suspend Judgement
- Make Room for All Voices
- Expect & Accept Non-Closure



Session 2 Outcomes

- Build upon baseline conceptual understanding of Diversity, Equity, Inclusion, and Justice.
- Using the information gathered in session one, to explore the issues that impact our organizations and constituents most related to DEIJ. Participants will be asked to share any best practices, current state analysis, and thought partnership opportunities.
 - *Starting a DEIJ Council for Staff, Board, and/or Volunteers*
 - *Making Connections and Addressing Concerns of Mission Creep as it Relates to DEIJ*
 - *Collecting Base-line DEIJ Metrics to Assess Programs & Services*
- Gather information on strategies to meet our organizational and constituent needs.
- **What to Anticipate Today:**
 - Breakout sessions to share ideas, challenges, and practices
 - Large Group Debrief
 - Best Practices to Incorporate from Nonprofit HR
 - Session 3: Compiled Findings and Share Framework



Survey Findings

Organizational Assessment from Survey

Question:	Average
My organization has a clear commitment to create a diverse, equitable, inclusive, and just organization	79%
My organization seeks, develops, and values the contributions and talents of all employees	91%
My organization includes all members as active participants in decisions that shape the organization	87%
Employees at my organization reflect diverse social and cultural groups throughout all levels of the organization.	86%
Employees at my organization demonstrate multicultural competencies needed to serve increasingly diverse populations.	54%
My organization acts on its commitment to eliminate all forms of exclusion / discrimination within the organization, including racism, sexism, heterosexism, ageism, classism, ableism, religious oppression, etc.	84%
My organization follows through on broader social and environmental responsibilities	77%

Survey Findings

Question:	Does Not Exist	Started & In Progress/ Needs Work	Established & Working well / Exemplary
<i>(Note: 9-10 respondents answered these questions)</i>			
Integrating DEIJ into our Strategic Plan.	11% (1)	78% (7)	11% (1)
Staff Commitment to DEIJ		56% (5)	44% (4)
Board Level Commitment to DEIJ		60% (6)	40% (4)
DEIJ is an Organizational Value		70% (7)	30% (3)
Recruitment of Staff	22% (2)	78% (7)	
Recruitment of Board members	22% (2)	67% (6)	11% (1)
Recruitment of Volunteers	20% (2)	70% (7)	10% (1)
Revising Internal Policies and Procedures	30% (3)	70% (7)	
Starting a DEIJ Council for Staff, Board, and/or Volunteers	50% (5)	30% (3)	20% (2)
DEIJ Resources for Staff	50% (5)	40% (4)	10% (1)
Collecting Base-line DEIJ Metrics to Assess Programs & Services	60% (6)	40% (4)	
Establishing Collaborative Partnerships	20% (2)	80% (8)	
Determining Organization and Community Needs	11% (1)	89% (8)	
Developing Staff, Board, and Volunteer DEIJ Competencies	22% (2)	78% (7)	
Integrating DEIJ and Accessibility into Programs and Services	22% (2)	78% (7)	
Making Connections and Addressing Concerns of Mission Creep as it Relates to DEIJ	56% (5)	44% (4)	
Community Outreach	33% (3)	67% (3)	
Equitable Fundraising and Development	67% (6)	33% (3)	

Survey Findings

What mission-critical DEIJ related barriers exist for your organization?

- Organization size
- language barriers; staff participation and investment in educational DEIJ discussions
- our offerings are not accessible to the communities we are not already reaching
- HR policies, navigating HR issues with diverse staff, preparing staff and board to work closely with more diverse teammates and create an inclusive environment, recruiting more diverse staff
- All white board, with little connections to culturally diverse candidates. land conservation tends to work at the large property scale, which are most often owned by white people, either farmers or wealthy citizens. Our focus tends to be on ecological value conservation, but struggles to find public access or cultural value land conservation opportunities.
- Barriers for recruitment both at the board level and staff level. Lack of financial commitment. The Board's lack (or willingness) of/for DEIJ training. Limited staff time and resources.
- I think Unity Gardens simply needs the knowledge and tools to move forward with DEIJ as part of its organizational culture.
- Congregation is predominantly white
- Diversifying make up of program audiences and instructors.

Survey Findings

What does accountability look like at your organization?

- Active DEIJ projects across programs and regions. Metrics that promote growth and diversifying our partnership and funding opportunities
- changing and adapting, admitting need for growth, growing
- Its very collective - The entire Staff is deeply invested in this work and raises DEIJ issues on a regular basis. For the most part, we have a collective approach to addressing those issues.
- Good question...
- At the staff level, I think there is good accountability for owning mistakes. Everyone on staff is committed to the mission and works hard. The Board may be too out of touch with the organization to be properly accountable. They hesitated to revise our whistle blower policy after an incident where staff requested a formal revision.
- We are trying to figure that out!

Survey Findings

Anything else you would like to share.

- Answers to all questions about employees refer to volunteers. We have no employees.
- I am really looking for a person I can process situations with as they arise, particularly specific HR related things.
- Our organization has been effective at providing better waterfront access for the public and has a long standing commitment towards it. The current board leadership including the chair of the DEIJ committee, feels that is well outside the mission for an environmental organization. Staff views it as central to our mission. Neither side understands the other's perspective.
- We are a very small, all-volunteer environmental non-profit. Many of the questions are not applicable to our operation.
- Thanks SO much for doing this.

Starting a DEIJ Council for Staff, Board, and/or Volunteers

Small Group Activity

- Divided into 2 breakout sessions to share challenges, success, best practices, and problem solving. (20-25 minutes)

In your breakout group, answer the following questions:

- What is the need/role of a DEIJ Council? What would success look like?
- What are the challenges your organization has/could experience(d) when starting a DEIJ Council?
- What ideas/best practices has your organization instituted that you would recommend others explore?
- What are some possible solutions to the challenges listed?

Starting a DEIJ Council for Staff, Board, and/or Volunteers

Large Group Discussions and Reporting Out

Highlights of Group Discussions:

- What is the need/role of a DEIJ Council? What would success look like?
- What are the challenges your organization has/could experience(d) when starting a DEIJ Council?
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Starting a DEI Council for Staff, Board, and/or Volunteers

Additional Practices to Consider:

➤ Defining Vision, Scope & Influence

- Establish the expectations for committee's level of influence, accountability and general function through the development of a **committee charter document** that addresses the following areas:
 - Purpose - Define the reasons for the formation of the committee and its purpose.
 - Scope & Alignment to Organizational DEI Strategy & Goals - What are the team's project, process, and quality goals and clearly identify how is this aligned to the overall organization strategy for DEI.
 - Member Responsibilities and Commitments – Identifying the timeline for service, expected time commitment and high-level structure for the committee (determine number of committee seats etc.).
 - What will accountability, transparency, and decision-making look like for this council? Is there an executive champion?

➤ Recruitment

- Develop a communication and recruitment process to ensure the group membership includes diverse vantagepoints and demographics that reflect the community. (Design of Application/Interest Link, DEI Committee Roster)

Starting a DEI Council for Staff, Board, and/or Volunteers

Additional Practices to Consider:

➤ **Preparing for Success as DEI Champions**

- Provide training and support to the new committee members to ensure everyone has a baseline understanding of DEI concepts and best practices specifically related to influence and accountability.

➤ **Implementation**

- Invest in the formation of the committee infrastructure which includes the areas outlined below:
 - Logistics - How and when will this team meet? What are the norms and ground rules the team will agree to? How will you conduct discussions and make decisions?
 - Roles - The roles assigned will depend on the goals of the group, the size of the team, etc. They can be fixed or rotating.
 - Potential Barriers and Coping Strategies - What barriers to effective teamwork might potentially arise while completing your objectives, and how will you handle them if they materialize? What problems with team dynamics have you experienced in the past, and how will you handle them if they come up in this space?
 - Reporting Plan – clearly define how your committee will communicate their progress including the frequency of the reporting plan and what it must contain.

Making Connections and Addressing Concerns of Mission Creep/Drift as it Relates to DEIJ

Small Group Activity

- Divided into 2 breakout sessions to share challenges, success, best practices, and problem solving. (20-25 minutes)

In your breakout group, answer the following questions:

- What are the challenges your organization has/could experience(d) when addressing mission creep?
 - What are the risks?
- What are the parallels between DEIJ and your mission?
 - Provide examples.
 - How are you communicating your mission/vision using a DEIJ lens?
- What are some possible solutions to the challenges listed?

Making Connections and Addressing Concerns of Mission Creep/Drift as it Relates to DEIJ

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Making Connections and Addressing Concerns of Mission Creep/Drift as it Relates to DEIJ

Additional Practices to Consider:

- Mission remains focused; embed DEIJ into your mission and vision. Be clear.
- Strategic plan has measurable goals that reinforce impact; develop DEIJ objectives for alignment
- Develop a communications plan to showcase success, share impact using a DEIJ lens, uncover community issues and call to action
- Develop coalitions with community organizations and change agents; intentional relationship building with communities you serve – shared leadership and accountability
- Be selective with your funding streams
- Invest in training for staff, board, and volunteers – how to communicate impact. Engage your stakeholders
- Use data and metrics to guide decision-making. Community needs assessment.
- Lead with your mission and values – revisit as needed.

Session 3:
Coalition Building to Advance Our Work
Thursday, August 26 from 4-5pm

Focus: Next Steps through Coalition Building –
Sustaining this work. Framework and Recommendations
Based on today's information gathering.

Nonprofit**HR**

Contact:

Steven Krzanowski

Senior Consultant, Diversity, Equity, & Inclusion

skrzanowski@nonprofithr.com