

DIVERSITY AND INCLUSION AT ALL LEVELS

ACTION STEPS FOR FOSTERING AN INCLUSIVE ORGANIZATION FOR BOARD, STAFF, AND CLIENTS



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INTRODUCTIONS

GINNY GILES

- President & Founder of Community Equip'd, a national nonprofit consulting company
- 20 years experience in fundraising and nonprofit leadership in cross-cultural contexts

JANELLE NEWMAN

- Executive Director of The Script Project, a nonprofit supporting culturally responsive initiatives
- 20 years experience working towards equitable spaces for culturally and linguistically diverse populations

DIVERSITY CONVERSATIONS ARE HARD

Everyone is here to learn:

- no one has anything to prove
- questions and mistakes are okay
- listen to and believe each other
- we will tell the truth
- self reflection

HOW DO WE DEFINE DIVERSITY?

age
gender
veterans
ethnicity
religion
cultural
background
race
LGBTQ+
ableness

INTERSECTIONALITY

WHY DOES DIVERSITY MATTER?

- Leadership succession
- Expanded network
- Better decision making
- Improved programs and services
- Equity

OUR LOCAL CONTEXT

- Race/Ethnicity: White alone (74.4%); Black/African American (16.3%); Hispanic/Latino (7.4%)
- Language: Languages other than English spoken at home (11.7%)
- Education: 25+ with bachelor's degree or higher (21.8%)
- Median household income: \$35,800

(U.S. Census Bureau Quick Facts: Erie, PA, 2018)

DIVERSITY IN THE NON-PROFIT SECTOR

- Boards are disproportionately white, male, and over the age of 40 (The Nonprofit Times, 2018)
- Of the 315 largest nonprofits in the U.S. only 13% have Executive Directors of color and 42% are women. (Philanthropy News Digest, 2017)
- When considering the entire nonprofit sector, 30% of organizations are lead by people of color but only 3% of foundation funding is granted to these organizations. (Leroy Barber, 2014)

BOARD DIVERSITY OBSTACLES

- Assumptions
 - Experience
 - Skill
 - Influence
- Availability
- Interest
- Current network

BOARD DIVERSITY ACTION STEPS

- Beginning:
 - Identify skills, experience, etc. that you are looking for.
 - Give a clear reason for recruitment.
- Intermediate:
 - Make a plan for expanding the board's network.
 - Go to places where people that you want to recruit are.
- Experienced:
 - Create a welcoming environment.
 - Maintain a welcoming environment.

STAFF DIVERSITY OBSTACLES

- Assumptions about experience
- Welcoming culture
- Diverse staff leadership
- Recruitment/current network

STAFF DIVERSITY ACTION STEPS

- Beginning:
 - Expand qualifications for applicants to value diverse life experiences.
- Intermediate:
 - Create professional development and advancement opportunities.
- Experienced:
 - Hire/promote diverse people into leadership positions.

CLIENT DIVERSITY OBSTACLES

- Assumptions about problems and solutions
- Access to programs and services
- Organizational cultural competency
- Recruitment/current network

CLIENT DIVERSITY ACTION STEPS

- Beginning:
 - Identify underserved populations through community engagement.
 - Learn the theory of Asset Based Community Development (ABCD)
- Intermediate:
 - Outreach strategy and staff are culturally competent.
- Experienced:
 - Strategic plan and program development are directly influenced by clients.

CONTACT INFORMATION

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