

Equity Assessment Tools

Building Inclusive Organizations

Dharshi Lacey

Director, Diversity & Governance

Pillar Nonprofit Network

Sunday, November 12, 2017

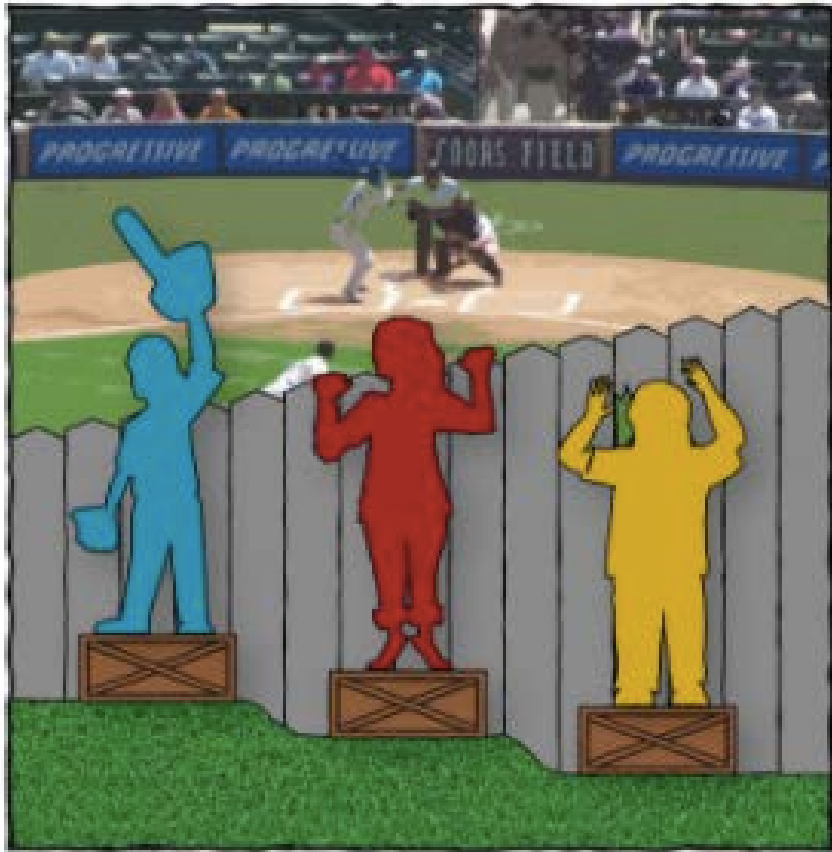


Land Acknowledgment

We would like to acknowledge that we are gathered on the traditional territory and gathering place of many nations – first the Huron Wendat, and currently the Mississauga's of New Credit First Nation

Equity; Equality

What is the difference?



EQUALITY



EQUITY

What is the Business Case for Diversity & Inclusion?

- Promotes innovation and creativity
- Respond to increasingly diverse communities
- Attract the best talent
- Increase employee satisfaction
- Reduce staff turnover
- Reduce legal and reputational costs

“When board members, employees, and others who shape the values and activities of a nonprofit come from a wide array of backgrounds, they each bring unique perspectives that shape, blend, and influence how to advance the nonprofit’s mission and solve problems in potentially more innovative ways.”

What does your board look like?

- Gender
- Age
- Disability
- Sexual orientation
- Race
- Culture

What are your challenges to recruiting for diversity?

Please! It's not about tokenism, it's
about the **best person for the job.**

When you are recruiting for boards, what do you do?

Needs Assessment

1. What does your board want to do?

- Think ahead and review strategic plan
- What will you need from the board?

2. Board Needs Assessment?

- Diversity Matrix (handout)

3. Create or update position description(s)

- Specific to your organization

4. Prepare your case

- A story + your mission, vision, values, benefits (1 pg.)
- “Elevator Pitch”
- An initial organization information package for serious prospects (website)

Call For Nominations

CALL

- Post and circulate – incl. social media
- Membership / stakeholders
- **Advertise** (wide / narrow)
- Community leadership development programs
 - United Way
 - DiverseCity OnBoard
 - Universities and Colleges
(specific departments/programs)
- Compatible organizations



Board Recruitment Cycle

Professionalizing the process...

- People feel good about joining your board
- Eventually people want to join your board
- Avoid 'warm body syndrome'
- Accountability to expectations
- Diversity
- Organization GROWTH



If you are beginning your journey:

Organizational Self Evaluation

Organizational Culture

- Respecting the diversity and the rights of staff and volunteers
- A commitment to cultural diversity with a purposeful strategy to recruit from diverse populations for staff and volunteers

Document Checklist

- A policy that reflects zero tolerance for discrimination and harassment amongst staff and volunteers
- The Mission, Vision and Values statements of the organization reflect its commitment to cultural competency
- The Board's policy documents and Staff Operations Manual include language that reflects its commitment to cultural competency

Board Staff Membership

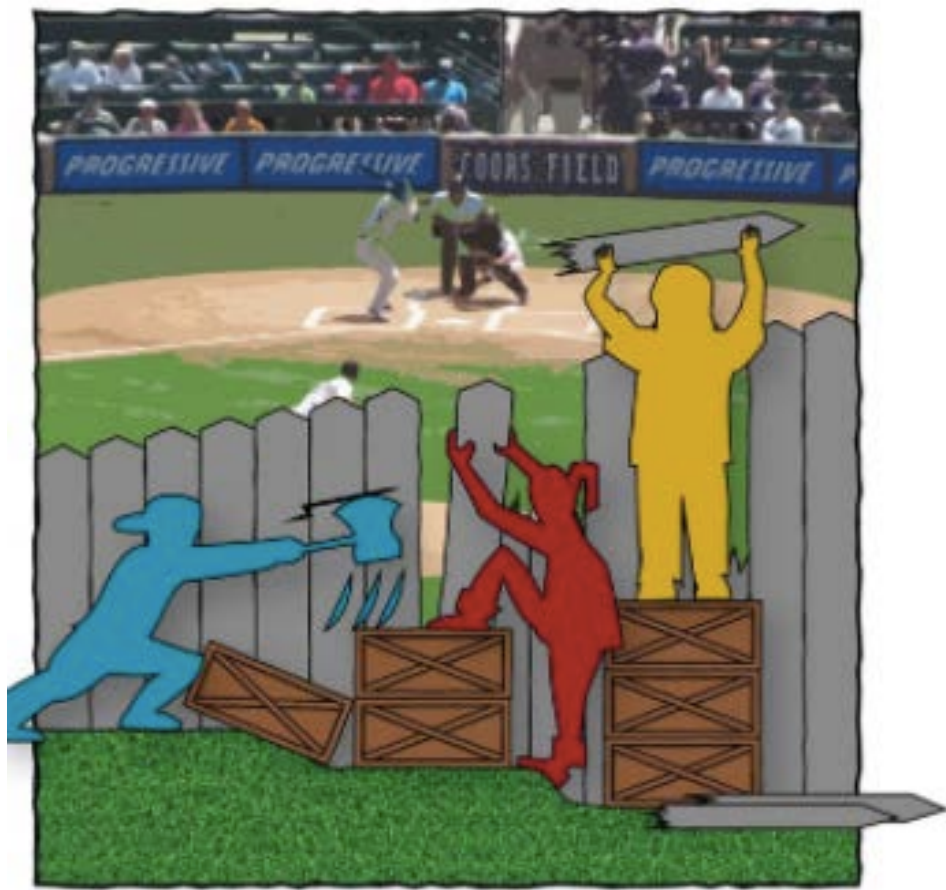
- Commitment to recruiting Board and Staff who are reflective of the racial and cultural diversity of the community served
- The Board and Staff are diverse and reflective of the community the organization serves
- Board and Staff evaluation includes an assessment of their knowledge and skill pertaining to ethno-cultural competency

Evaluation of Executive Director

- Includes a question that can assess if the Executive Director creates an environment that is respectful of all people
- The Executive Director's evaluation includes an assessment of their knowledge and skills pertaining to cultural competency

“Rather than construing inclusion as providing a new seat at the table, many believe that inclusivity will result in transformation - a distinctly changed entity...” Bourne (2009, p. 263)

Leadership Diversity in the Nonprofit Sector: Baby Steps, Big Strides, and Bold Stances
Christopher Fredette, Carleton University Ottawa, Ontario, Canada, June 2012



JUSTICE

Thank You!

