MINORITY INCLUSION PROJECT
creating pathways. cultivating passion.

Perspectives on the Paradigms

DEI: A Call to Action - 3/8/2018

These are the ideas that were collected from each group/table about how to advance toward organizational community with a DEI lens:

Organizational Commitment

- Orient new board members and share the organization's commitment to DEI
- Listen to the community; go to events hosted by diverse communities
- Modify the by-laws to change policies that will commit the board to DEI efforts and values
- Host meetings in community organizations, meeting spaces, and trusted venues
- Define what the community is; determine the demographics of the local community and the nonprofit staff/leadership/board
- Implement DEI goals into the strategic plan

Climate & Culture

- Ensure that everyone in the organization has a voice and a perspective that is valued
- Be more inclusive of the diverse staff and leaders that are already in the organization
- Take a top-down approach to DEI leadership; leaders should lead the DEI efforts
- Use a climate survey to determine if people feel welcomed and included in the current work environment
- Create an advisory board that has people from the community and clients on it; listen to their concerns, perspectives, etc.
- Facilitate trainings that will bring awareness to the organization about its race and equity problems

Recruitment

- Meet the community where it is; lead outreach efforts in the community and engage the community before and after recruitment
- Leverage marketing channels to show the commitment to diversity (website, social media, newsletter, etc)
- Send job and board postings to multiple places (including associations, affinity groups, and networking groups) that cater to diverse professionals
- Share DEI success stories with the public

Retention

- Create internal opportunities for professional development and growth catered to diverse employees
- Publicly acknowledge the accomplishments and contributions of diverse employees
- Ensure that compensation is fair and that systems of determining compensation are equitable
- Ensure that the environment is inclusive, engaging, and welcoming to all employees
- Create affinity groups, employee resource groups, or diversity committees to lead DEI efforts

Talent Development

- Provide opportunities for professional development
- Training high school students to be future talent for the organization
- Be transparent about the expectations of the jobs for all employees