

A MINI CASE STUDY

Assessing DEI to Enhance Mission Delivery

Client Demographics

Nonprofit HR Practice Area: People & Organizational Strategy

Location: New York

Sector: Nonprofit

Mission Type: Arts & Culture

Staff Size: 25 Employees

Annual Budget: Less Than \$5 Million

Scenario

A New York-based arts nonprofit serves a diverse population in a metropolitan area and deemed it an organizational priority to become better positioned to optimally serve the community. Nonprofit HR's Diversity, Equity & Inclusion (DEI) practice helped conduct a DEI assessment to understand current environment and employee perceptions, gain thought partnership on DEI strategy development and identify education needs.

Project Duration: 1 year +

Considerations & Solutions

The client organization's leadership had limited experience with DEI initiatives. Thus, a vital component of success was to ensure leadership was equipped to lead and support the work in conjunction with staff.

Nonprofit HR assisted with the delivery of an equity assessment report with recommendations, a prioritization exercise to identify six key areas of focus, support with DEI committee work plan and DEI training. The organization has been able to use the equity assessment results to guide the work of the DEI committee, identify education needs and enhance their ability to support diverse populations.

Recap & Reflect

Walk through this scenario in your organization by reflecting on the following questions.

- 1 Is your organization's leadership aware of the current environment and employee perceptions with regards to DEI?
- 2 Is there opportunity to begin new or develop existing DEI initiatives that will allow greater mission advancement for the community/communities you serve?