



**Diversity, Equity & Inclusion Resources
for Fundraising Success
Thursday, March 2**

Hello everyone!



Mitch Price

Program Officer

Leichtag Foundation and Impact Cubed

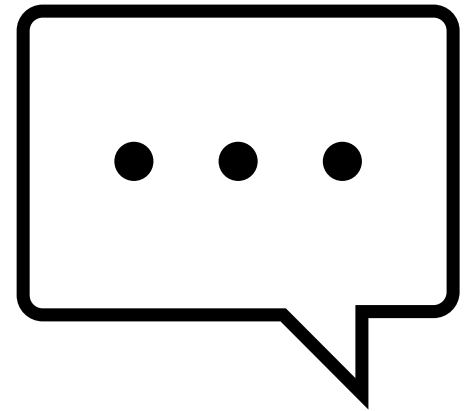


Community Share

Name

Organization

How long you have been in your role?





Benefits of
diverse
organizations



Ways to imbue
DEI



DEI Resource
Library Tour

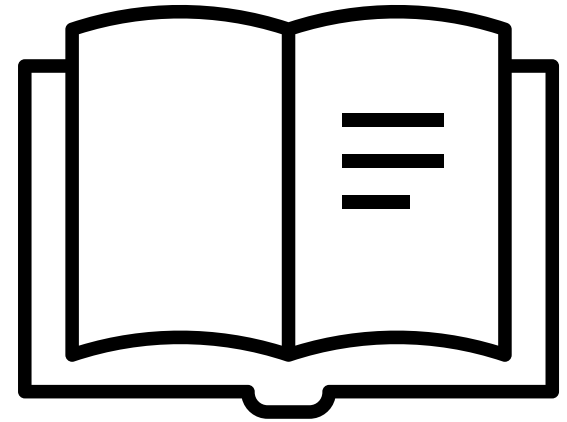
Workshop Overview

DEI Definitions

Diversity: presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, disability, ability, etc.

Equity: The act of ensuring that processes and programs are impartial, fair, and provide equal possible outcomes for every individual.

Inclusion: The practice of ensuring that people feel a sense of belonging in the workplace. This means that every employee feels comfortable and supported by the organization when it comes to being their authentic selves.



Benefits of Diverse Organizations

When organizations imbue DEI:

Larger revenue growth

Achieve **3x** the **revenue growth** compared to less-inclusive organizations (Bush et al., 2018).

Greater positive employee experience

18% more effective at creating a positive **employee experience**.

Better retention

Better at retaining employees, with turnover rates **4%** lower than those not acting.



Internal DEI
Committee

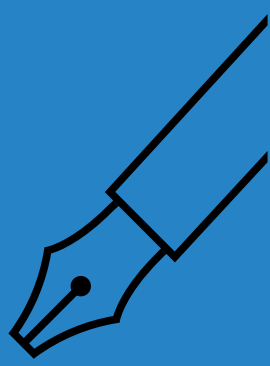


Recruiting and
Hiring
Practices



Engage Your
Staff

Assess your organization



Internal DEI Committee

- **Recruit staff members from all levels of the organization**
 - Employee led
 - Representation from all departments
 - Include someone from your leadership team
- **Conduct “audit”**
 - Appreciative inquiry
- **Communicate work on an ongoing basis**
 - Staff meetings
 - Regular email updates
- **Holidays and celebrations**



Recruiting and hiring practices

- Utilize diverse job boards
- Get referrals from all levels of the organization
- Enhance partnerships (build relationships) with culturally diverse organizations
- Review your hiring practices



Ways to engage your staff

- Monthly staff meetings
 - Podcasts, books, movies, etc.
 - Meals
- Volunteer opportunities
 - Unite people from different backgrounds
 - Team building



Ways to engage your staff, cont.

- Add specific goals in performance reviews tied back to learning and development opportunities
- Include trainings in operational budget



Questions & Conversation

SEND VIA THE CHAT



History of the
DEI Resource
Library



DEI Resource
Library
Partners



DEI Resource
Library Tour

DEI Resource Library



DEI Resource Library Formation

- Fundraising Fridays
- Leichtag Foundation and Impact Cubed join Alliance for Regional Solutions (ARS) Racial Justice Committee
- Collection of resources
- Additional partners



DEI Resource Library Partners



Alliance for
Regional Solutions
Connecting North County

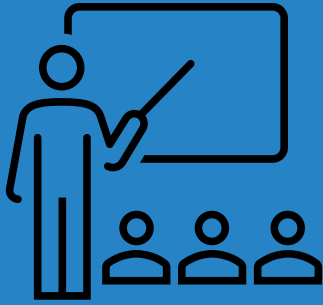


NORTH COUNTY
PHILANTHROPY
COUNCIL



Reminders

- *Thank you for the work you do in the community!*
- *The DEI Resource Library is ever evolving and changing.*
- *Have a resource to share? Submit to mitchell@leichtag.org.*



DEI
Resource
Library
Tour

Let's check it out!

Community **DEI**
Resource Library





Questions & Conversation

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Thank you!

Mitch Price

mitchell@leichtag.org
