Nonprofit and Philanthropy DEI: Values, Impact, and Transformation

Minnesota Council of Nonprofits Leadership Conference – June 13, 2019
Panelists: Cecelia Caspram, Rowzat Shipchandler, Alfonso Wenker
Facilitator: Aileen Kasper
Audience

- Geography
- Size of Institution
- Industries
- Roles
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1. Grab your phone
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What word comes to mind when you envision a diverse, equitable, and inclusive state of Minnesota?

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Panelists

- Cecelia Caspram
- Rowzat Shipchandler
- Alfonso T. Wenker
What does a diverse, equitable, accessible, and inclusive Minnesota look like?
Scope

• Diversity
• Equity
• Accessibility
• Inclusion
How has DEI changed in the past 5 years? How do you see it shifting in the next 5-10 years?
Why are diversity, equity, access, and inclusion important today?
Implicit Bias

• Definition, example
• Tactics
Microaggression

- Definition, example
- Tactics
Strategic Alignment

How do we effectively align DEI with mission and strategy?
What data should we track to measure DEI success for institutions? For personal career success?
How can allies be impactful?
Key Stakeholders

What can

- Funders and philanthropy
- Government
- Business

do to move the needle in DEI?
Accountability

What policies – workplace and government – ensure enforcement and accountability?
How should we be thinking about DEI in our branding and communications?
As we work in DEI, what are some ways to get everyone on board with initiatives?
What are some dynamics and best practices when working with community different from your own?
How can we effectively deal with trauma in our DEI work?
Leader Fatigue

What question are you most tired of hearing on this subject, and what would you like to say about it so you never have to answer it again?
What do you see as the most accessible and greatest opportunity for transformation in DEI?
Audience Q&A
What should philanthropy, government, and nonprofits do *right now* to most effectively advance diversity, equity, and inclusion?
What is a creative and useful action you recommend our audience participants take within the next two days?
Thank You