

Nonprofit and Philanthropy DEI: Values, Impact, and Transformation

Minnesota Council of Nonprofits Leadership Conference – June 13, 2019

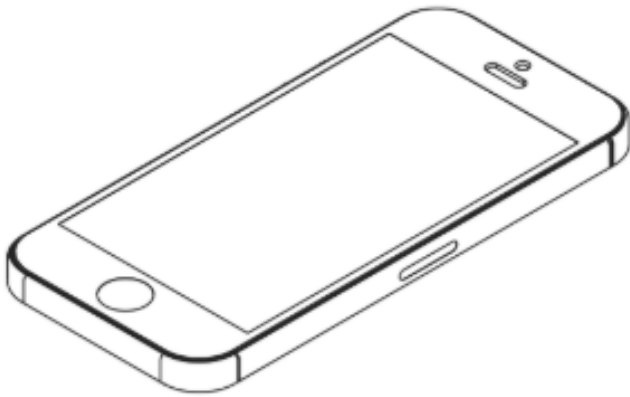
Panelists: Cecelia Caspram, Rowzat Shipchandler, Alfonso Wenker

Facilitator: Aileen Kasper

- Geography
- Size of Institution
- Industries
- Roles

Audience Poll

Go to www.menti.com and use the code **27 27 19**



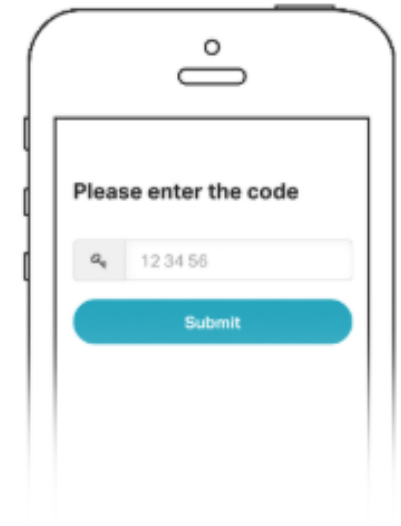
1

Grab your phone



2

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Enter the code **27 27 19** and vote!

Audience Poll

What word comes to mind when you envision a diverse, equitable, and inclusive state of Minnesota?

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- Cecelia Caspram
- Rowzat Shipchandler
- Alfonso T. Wenker

Vision and Values



What does a diverse, equitable,
accessible, and inclusive Minnesota
look like?

- Diversity
- Equity
- Accessibility
- Inclusion

Trends - Historical and Future

How has DEI changed in the past 5 years? How do you see it shifting in the next 5-10 years?

Trends - Historical and Future

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?

Data, Metrics, and Goals

What data should we track to measure DEI success for institutions?
For personal career success?

Working Across Differences

How can allies be impactful?

What can

- Funders and philanthropy
- Government
- Business

do to move the needle in DEI?

What policies – workplace and government – ensure enforcement and accountability?


How should we be thinking about DEI in our branding and communications?

Change Management



As we work in DEI, what are some ways to get everyone on board with initiatives?

Community Engagement



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?

Greatest Opportunities



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