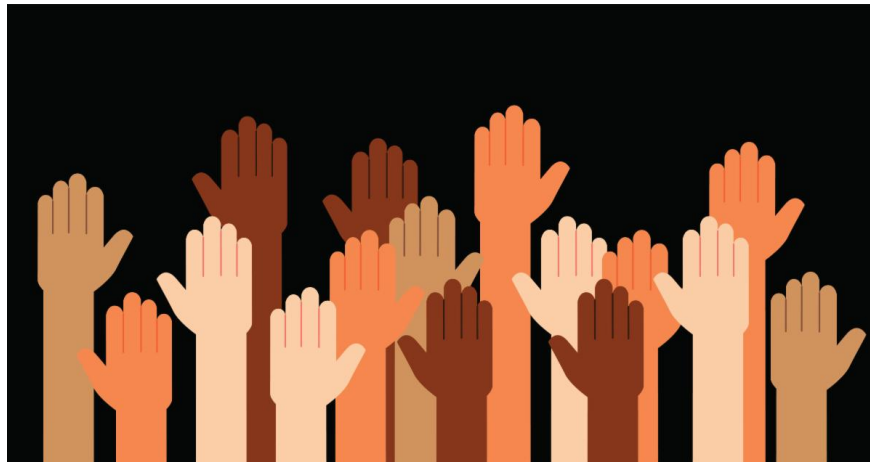




Leading Your Organization on a Journey Toward Racial Equity

By Matthew Krumholtz



2020 amplified the need for nonprofit organizations to assess their own journeys toward promoting racial equity. From the uprisings for racial justice in the summer of last year, to the insurrection at the U.S. Capitol last month, the importance of diversity and racial equity to the work of nonprofits is only growing more urgent.

Does your organization listen to the voices and perspectives of people from underserved or underrepresented communities? To what extent is racial equity a core part of the organization's strategic and operational functions, or does it only exist as a page in a policy document?

We encourage nonprofit clients to consider racial equity holistically and to understand how their vision, mission, and services can align with their learning journey around diversity, equity, and inclusion. We believe that applying a racial equity lens across all areas of your organization will strengthen internal policies and practices as well as deepen external impact.

The National Council of Nonprofits has assembled a useful and informative [guide](#) that organizations can use to start these conversations with staff and board members. They include questions to help develop a DE&I Action Plan, as well as practical tools to lead these assessments in your organization.



Continuing the Conversation

By Sharon Danosky

When you are engaging in conversations around diversity, equity and inclusion, it is important to think in terms of an ongoing dialogue and one that consistently looks at

your organization's purpose through a racial equity lens. Here are some questions we have developed that can keep the conversations going:

• Have a dialogue at your board meeting about your mission and vision and what does that mean in terms of being more inclusive?

• Understand the diversity within your community and among the people you serve. How is that community represented in your board decision-making?

• Have a meaningful discussion around values as they relate to diversity, equity and inclusion. Articulate those values and transform them into a heartfelt diversity statement

• Who currently serves on your board? What is your goal for the future make-up of your board? Discuss whether or not you want to set a goal you can work toward or just be vigilant as you recruit. Make it an authentic effort, not one that meets a quota

• Create a pipeline of diverse, qualified people with different skills and talents, so that when an opening occurs you can fill it with the best fit rather than looking for a warm body

• Avoid tokenism. Each board member, regardless of their color or ethnicity, represents one person's views and does not speak for an entire race or culture. The goal is to have diverse thought around the board table, and to do that you must recruit a truly diverse board

Give a Listen...

• **Narrative Change**

This episode gives listeners a useful overview of narrative change. Hear about how social change movements have relied on narrative change and takeaways you can apply in your own work.

• **Assuming the Reins from a Founder – Conversations with a New CEO**

This episode helps listeners to explore methods and techniques to assist in leadership transitions. Listen to Sharon converse on this subject with Christopher Riano, president of the Center for Civic Education, the nation's largest constitutional law and civic education nonprofit.

Click [HERE](#) to listen to both episodes



Our Recommendations

Movies we recommend:

- “One Night in Miami” – the story of when Malcolm X, Cassius Clay, James Brown, and Sam Cooke met in Miami right after the Clay, Sonny Liston fight
- “Sam Cooke: Legend” – watch it after your watch “One Night in Miami” and amplify your experience

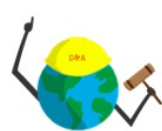
Books that have inspired us:

- Caste: The Origins of Our Discontent, by Isabel Wilderson
- Begin Again: James Baldwin’s America, by Eddie S. Glaude, Jr.
- No Name in the Street, by James Baldwin

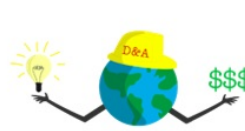
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Upcoming Webinar

Thursday, March 11th 8:30-9:30am:

*Diversifying Revenue Streams
with Matthew Krumholtz*

Learn innovative ways to diversify your nonprofits revenue streams and foster sustainability.

At Danosky & Associates, we are committed to helping you through these challenging times. If you would like to schedule a complimentary consultation on any of the topics covered in this newsletter, please contact info@danosky.com.

Danosky & Associates is an action-oriented, results-driven consulting firm that builds nonprofit capacity, applied through an equity lens with innovative strategies for an ever-emerging future.

Our Vision:

Every nonprofit will have the capacity to make the world a better place.

Our Mission:

We provide nonprofits the guidance, support and tools necessary to build a better world.

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