



## Walking the Talk: Equity, Diversity and Inclusion in NC Nonprofits

### Year 1 Summary

August 2018

#### Events and Accomplishments

##### Strategic Priority - November 2017

NC Center's Board of Directors approves equity as a core strategic direction and organizational value.

##### Workshops and Educational Events

July 2017

- NC Center staff visits "Race: Are We So Different?" and participates in a facilitated discussion about the exhibit.

September 2017

- AORTA (Anti-Oppression Resource and Training Alliance) leads a Deep-Dive workshop at the Statewide Conference, "Building Racial Justice from Within: Equity in Our Organizations".

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*The most valuable aspect of the conference was the Building Racial Justice workshop. The information, set-up, and overall experience was excellent and invigorating. I am so excited to use what I learned in this session going forward within my organization.*

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- Introduction of Walking the Talk along with a race and class background exercise with local and regional capacity-building partners at the Statewide Conference co-facilitated by Darryl Childers, board member.

November 2018

- Co-facilitated "Succession Connection" workshop for Louisiana Association of Nonprofit Organization.

##### Webinars

All webinars allow for a discounted or waived registration fee for groups that face financial barriers.

- "Walking the Talk" introduction with Anita Brown Graham, Ivan Canada, and Jeanne Tedrow
- "Impact > Intention: Understanding Implicit Bias" with NCCJ's Michael Robinson and Ivan Canada

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*Thank you so much for tackling this topic! I am interested in learning more about this, and most training opportunities are far away and expensive, so I am thankful that you all are making it accessible.*

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- "Are We Confronting the Nonprofit Racial Leadership Gap?" with Building Movement Project's Fran Kunreuther
- "Moving From Ally to Accomplice: Supporting LGBTQIA+ Members of Your Organization" with Stephen Wiseman and Heather Branham

##### Community Discussion - February 2018

Community viewing and discussion of "Impact > Intention: Understanding Implicit Bias" webinar in partnership with Foundation Center South and Mecklenburg Library in Charlotte.

## Information Central

Created “Equity, Diversity and Inclusion” category in Information Central with more than 40 new resources.

## Research & Annual Survey

Soliciting proposals for an annual survey to track progress on equity issues over time in the state’s nonprofit sector.

## Common Ground

In the summer issues of *Common Ground*, the Center’s quarterly newsletter, Jeanne Tedrow spotlights the Walking the Talk initiative and includes articles from colleagues about diversifying boards of directors and changing nonprofit culture.

## Connect & Learn

Consistently publishing equity resources, articles, and templates in our bi-weekly Member e-newsletter.

## Business Finder

- Solicited companies led by women and people of color
- Provided a free listing to equity consultants working with the Center

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*As a white person, I will push a bit more and take more risks to promote racial equity.*

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## People

### Strategic Thought Partners Team

A racially-diverse team from various regions of the state who are experienced trainers, teachers, and nonprofit professionals with expertise in equity work participate in regular conference calls and resource and idea sharing to help shape the Initiative’s strategy and garner support and excitement.

Calvin Allen, Program Director, NC Rural Forward

Ivan Canada, Executive Director, NCCJ of the Piedmont Triad

Marisol Jimenez, Founder, Tepeyac Consulting

Dr. Tema Okun, Co-founder, Dismantling Racism Works

### Equity Cadre & Local and Regional Partners

Twenty-five equity consultants and six local and regional capacity-building partners convened to strategize a business model and partnership to connect more nonprofits with skilled trainers and practitioners. Two gatherings occurred and quarterly gatherings are planned for next year.

### Stakeholder Discussions

The Center’s directors held a strategic meeting to make the case for the Center’s leadership in Walking the Talk. Every staff person was interviewed to collect ideas, questions, and concerns. The Center’s CEO and some staff members have sought advice on Walking the Talk from some Member organizations, foundation leaders, capacity-building partners, and equity practitioners at the state and national level.

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*When we slow down and acknowledge what is happening, we have the opportunity to make a better, more equitable choice. And when hiring or bringing new people on the team, think about WHAT you’re looking for and not WHO you’re looking for.*

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