HR and Equity Consulting Firm

You value equity, diversity and inclusion.
You want to improve your current HR practices.
We can support you.

Washington NonProfits
April 6, 2017
Together we are
HR and Equity Consulting

Keonna Jackson: Experience HR
HR consultant and coach

Fleur Larsen: Fleur Larsen Facilitation
Facilitator and social justice advocate
For our time together

Working assumptions:

Your organization values equity, diversity and inclusion

You want to improve your current HR practices

You personally want to grow around issues of equity and diversity
HR can be a place to live your organization’s values.
Equity

A state, quality or ideal of being fair and just.
Inclusion

A state, quality, or ideal of being a part of a group or structure where the inherent worth and dignity of all people are recognized and respected.
People make up a organization; without them the idea or mission is only on paper.
6 Areas to support Equity within HR

Job posting
Hiring process
Onboarding
Performance Evaluation
Promotion and retention
Stay/Exit interview
Job Posting

Criteria:

Required vs preferred

Education vs experience

Background checks

Posting salary range
Where to post?

Extend beyond current networks:

outside your personal and professional community

Word of mouth: personal and professional networks

List-serves, orgs, newsletter

Facebook groups (POC Salon)

In person (events, community gatherings)
Hiring

Who reviews applications?

Panel of stakeholders

Transparent process

Compensation

Application sections weighted equally?
Onboarding/Orientation

Set people and teams up for success

Logistics

○ Training

○ Checklist

● Office welcome norms
Performance Evaluation

Measured against what?

Whose standards of professionalism or success?

How often?

Nuance and thoughtful link to compensation

Staff Support Strategy
Promotion and Retention

Equity assessment: position title, responsibilities and compensation

Compensation relative to similar job descriptions

Resources and opportunities for advancement

Organizational Culture, is it inclusive?
Stay/Exit Interview

Stay: what can HR or the organization do to keep staff?

Exit: What should the HR or organization know to improve?
Brene Brown

“Fitting in is about assessing a situation and becoming who you need to be to be accepted.”

“Belonging doesn’t require us to change who we are. It requires us to be who we are. Belonging is the innate human desire to be apart of something larger than us.”
Norms and Culture

What are the norms in your organization:

- Communication styles
- How success is defined?
- What does professional looks like?
- How are conflicts or disagreements handled?
- What is considered ‘appropriate’ at the office?
- Are you asking people to fit into your culture?
"You don't build an organization- you build people- and then people build the organization. You cannot meet the mission without investing in your people to deliver it."
If you want more….. contact@hrandequity.com

- Follow-up conference call Thursday May 25th 12-1pm
- WA State Nonprofits Conference workshop

What we offer:

- Consulting on the toolkit and organization-wide equity assessment
- Curated recruitment to support a diverse candidate pool
- HR Equity handbooks and personnel manuals
- Comprehensive Risk Management support