

Practical EDI Approaches for Any Nonprofit Budget

Mariah Murrell, Ed.D.

VP of Equity, Diversity & Inclusion



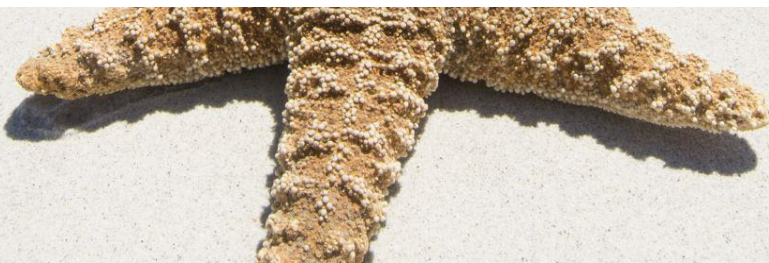
Neely Monemi

Grants Administrator



Agenda

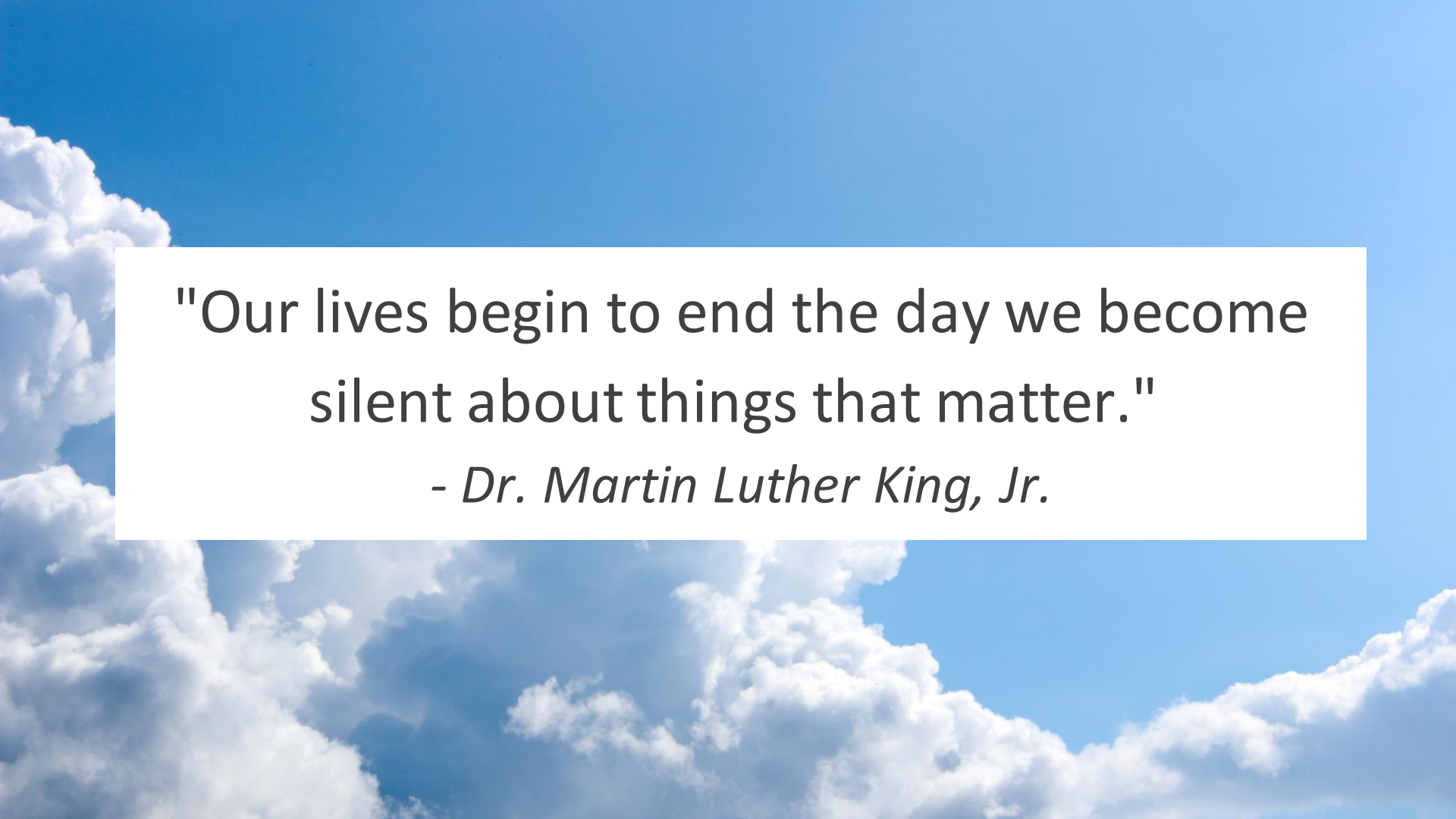
- Group Agreements
- Exercise: Your Personal Why
- Drawing Connections between Personal Why and Systemic Inequities
- Case Study Exploration: The Food Bank of Central and Eastern NC and Interfaith Food Shuttle
- Exercise: The EDI Journey
- Practical Ways to Get Started (or Keep Moving Forward)
- Action Planning
- Q&A



Group Agreements

- Stay engaged
- Speak your truth responsibly
- Listen to understand
- Be willing to do things differently and experience discomfort
- Expect and accept non-closure
- Confidentiality (when indicated)
- *Feeding America's EDI Group Agreements*



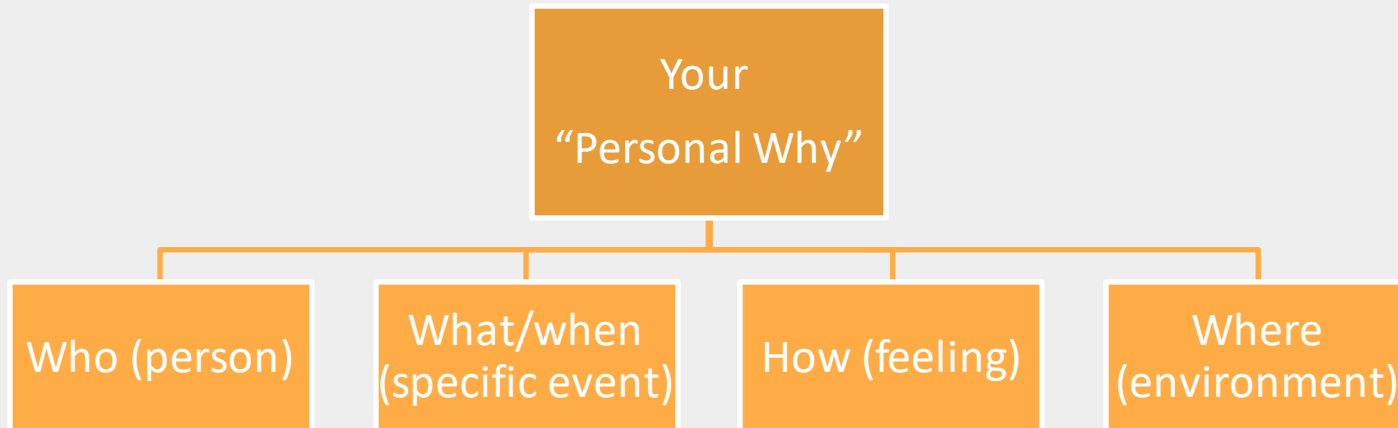
A background image of a bright blue sky filled with fluffy white clouds. The clouds are more concentrated at the bottom and left, with the sky being a clear, vibrant blue at the top right.

"Our lives begin to end the day we become
silent about things that matter."

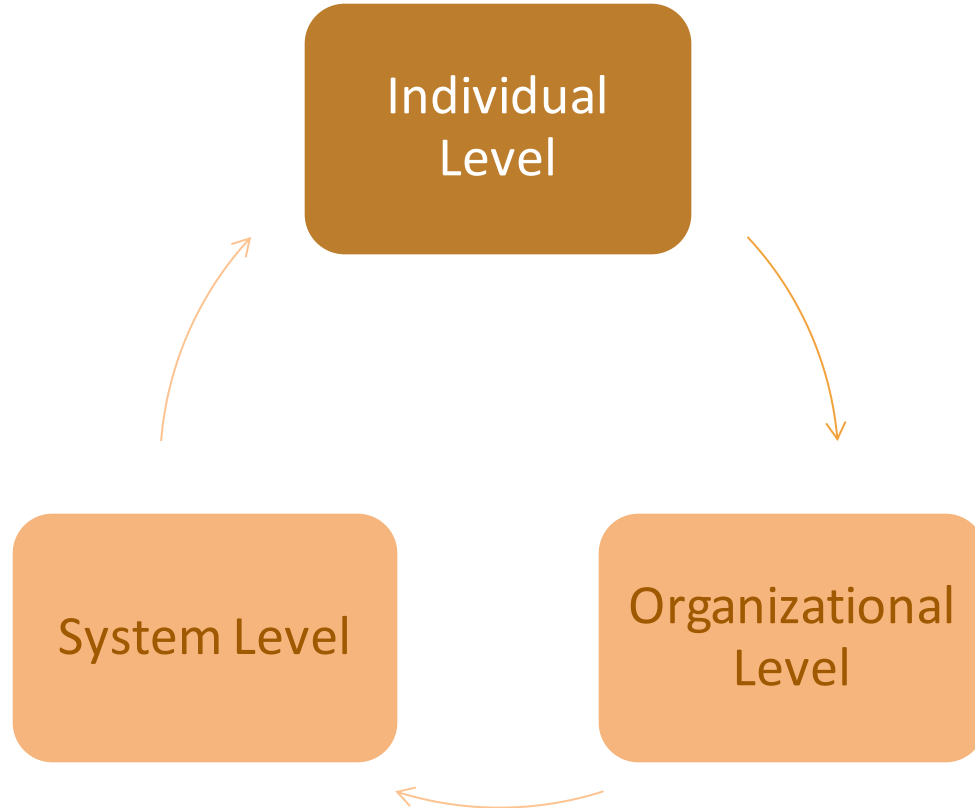
- Dr. Martin Luther King, Jr.

Making it Personal

Your “personal why” is that which motivates you to pursue and remain engaged in efforts to promote equity, diversity, and inclusion.



Moving from Micro to Macro





Case Study 1: Food Bank of CENC



How We Arrived

- Staff-communicated need for an on-site EDI practitioner
- Feeding America explicitly named systemic racism and other systemic inequities as root causes of food insecurity
- Awareness through historical events (George Floyd, BLM movement, etc.)

Creating Awareness and Recognizing Value

A stack of several books is visible on the right side of the image. The books have various colored spines, including blue, red, and white. The pages are aged and slightly yellowed. The books are stacked horizontally, with the spines facing the viewer.

- Elevating the voices of those with lived experience
- Trainings to deepen understandings
- Leadership-led engagement throughout the organization
- Allocation of financial resources

Creating Structure & Accountability

A stack of several books is visible on the right side of the image. The books have various colored spines, including light blue, red, and dark blue. The pages are aged and slightly yellowed.

- EDI as part of strategic plan
- Org-wide People & Culture/EDI Goals
- EDI-based committees
- Everyone should see themselves as an EDI practitioner

Moving the Work Forward: Trust the Journey

- Required trainings
- Comprehensive equity audit
- Equity lens framework development
- Community engagement



Case Study 2: Inter-Faith Food Shuttle

How We Arrived: Necessity Forced A Solve

- No room in budget for EDI practitioner or consultation, but root causes work was in strategic plan → need for EDI work
- Neely had recently completed REI training
- Neely creates business case for CEO
- CEO was looking for an EDI solution, threw his support behind the committee idea.

Creating Awareness and Recognizing Value

- “Patience with the process”
 - CEO took several months to discuss with CEO counterpart at Food Bank, build Board buy-in
 - Staff member needed patience to wait - humility, grace and grit
 - When pieces were in place, reached out to Mariah for consultation
- The work begins
 - Staff member and CEO Co-Chairs
 - Adapt Food Bank CENC Charter
 - CEO hand-selects founding members: reps from each area

Creating the Structure: Learning By Doing

- Grounding educational resource on systemic racism: “Seeing White”
- Monthly meetings - first 3
- Determined first key deliverables (Resources list, EDI Statement, Diversity Matrix, etc.)
- Incorporated task groups, shifted to alternating monthly meetings

Moving the Work Forward: Trust the Journey

- Strong rapport established within Cohort 1
- Opening up application for Cohort 2
- Transitioning to 2-year approach:
 - Year 1: New Cohort learning, providing EDI small project support
 - Year 2: Graduates lead, support new Cohort on their journey
- Continue developing deeper connection with Food Bank on EDI work

Common Threads

Commitment

Accountability

Building
community
and trust

Leveraging
resources

Sustainability

Learning as we
go

A background image of a bright blue sky filled with large, fluffy white cumulus clouds. The clouds are more concentrated on the left and bottom edges, leaving a clear blue area in the upper right.

“Never be fearful about what you are doing
when it is right.”

-Rosa Parks



Respond at **PollEv.com/edi1234**

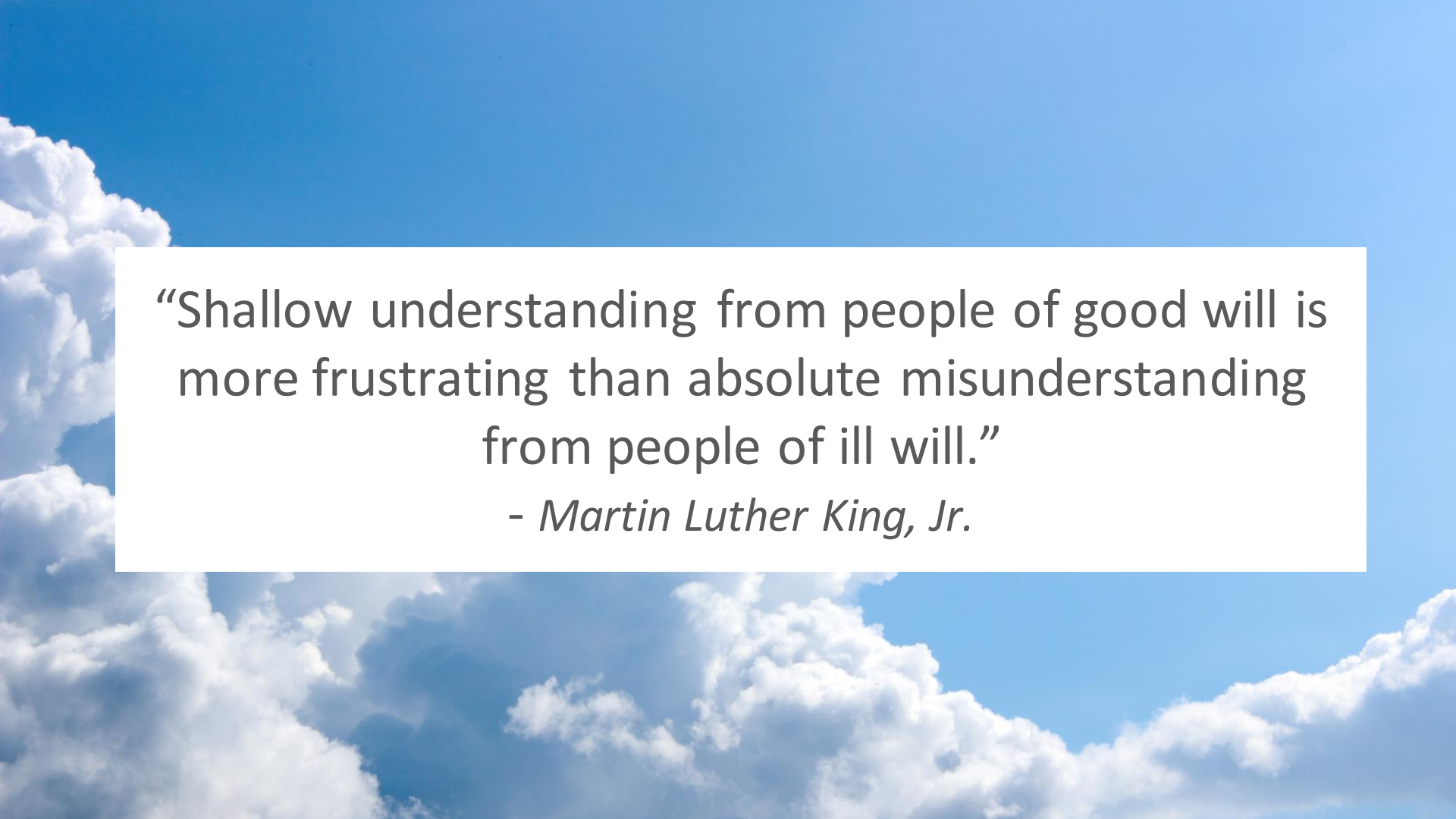
Text **EDI1234** to **37607** once to join, then **A, B, C, D, or E**

Where is your organization on its EDI journey?

- Not yet started **A**
- Ready to start **B**
- Launched **C**
- Well on the way **D**
- Exemplary/Leading **E**

Challenges and Lessons Learned

- This will be uncomfortable; lean into the discomfort
- Establish collective commitment
- Everyone will not be on board or possess the same level of understanding
- Meet people where they are, but hold them accountable
- Create structure and sustainability
- Regular assessment (formal and informal)
- Put your money where your mouth is
- Avoiding checklists and task-based approaches



“Shallow understanding from people of good will is more frustrating than absolute misunderstanding from people of ill will.”

- *Martin Luther King, Jr.*

Suggestions for Getting Started

- Start now!
 - There is no 'perfect' time
 - Do what works where you *are*
- Know your *why*
 - Personal
 - Organizational
- Find your *who*
 - Grit = sustainability
 - Grace = growth



Suggestions for Getting Started




- Action-based initiatives:
 - Discovering barriers to equity
 - Org-wide and/or departmental goal-setting
 - Hiring consultants and/or providing support for staff to help lead EDI-based initiatives
 - Strategic planning
 - Budgeting
 - Conducting needs analyses

Reflection and Share-out

What are some practical ways *your* organization can get started (or keep making progress) on its EDI journey?



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“Don’t ever stop. Keep going. If you want a taste of freedom, keep going.”

- *Harriet Tubman*



Connect with Us

Mariah Murrell:

mmurrell@foodbankcenc.org

Neely Monemi:

neely@foodshuttle.org