

Identity, Culture + Values

Defining how Equity plays an important role in your organization: [5 Ps- 3-24-14.pdf \(multco-web7-psh-files-usw2.s3-us-west-2.amazonaws.com\)](#) *second page*

Building a Race Equity Culture: [EiC infographic final v2 \(equityinthecenter.org\)](#)

Understanding + Confronting Implicit Bias: [Understanding Implicit Bias – Diversity, Equity, and Inclusion \(extension.org\)](#)

Activities to make your workplace more diverse + Inclusive: [5 Diversity and Inclusion Activities for the Workplace - Officevibe](#)

Mission + Strategy

How to create and present to the public a DEI Statement + Plan:

<https://www.americansforthearts.org/about-americans-for-the-arts/cultural-equity/steps-we-took-to-create-the-americans-for-the-arts-statement-on-cultural-equity>

Diversity, Inclusion, and Equity Policy Template: [Diversity, Inclusion, and Equity Policy Template \(bloomerang.co\)](#)

How We Can Create Reasonable Expectations for the Success of the Group's Strategies While Still being Held Accountable?

[tipsheet_how-can-we-create-reasonable-expectations-while-still-being-accountable.pdf - Google Drive](#)

Plan Examples + Tools: [Plan, Action Plan, Determining Action and Strategy \(racialequitytools.org\)](#)

Governance

Board bylaws: [Diversity, Equity, and Inclusion in Nonprofit Bylaws – Nonprofit Law Blog](#)

Lessons of Board Members of Color:

[vital-voices_lessons-learned-from-board-members-of-color.pdf - Google Drive](#)

Beyond the Board Statement: How can Boards Join the Movement for Racial Justice: [MANP | Beyond the Board Statement: How Can Boards Join the Movement for Racial Justice? - MANP \(nonprofitmaine.org\)](#)

Board Role in Equity, Diversity, and Inclusion: [MANP | Board Role in Equity, Diversity and Inclusion - MANP \(nonprofitmaine.org\)](#)

Diversity on Boards: [MANP | Diversity on Boards - MANP \(nonprofitmaine.org\)](#)

Decision-making

Equity-centered approach: [Our Approach — Creative Reaction Lab](#)

Creating a safe space: [creating-a-safe-space.pdf \(werise-toolkit.org\)](#)

Understanding + transforming power: [Tool search | We:Rise \(werise-toolkit.org\)](#)

Equitable Decision-Making Tool: [EquitableDecisionMakingTool.pdf \(clark.edu\)](#)

How to Create Group Agreements: [Group Agreements – Coaching for Leadership \(nyu.edu\)](#)

Is Your Company Actually Fighting Racism, or Just Talking About it? [Is Your Company Actually Fighting Racism, or Just Talking About It? \(hbr.org\)](#)

Data, Evaluation + Accountability

Equity-focused evaluations: [Evaluation with a Racial Equity Lens \(squarespace.com\)](#)

Equity-focused evaluations: [EWP5 Equity focused evaluations.pdf \(evalpartners.org\)](#)

Flipping the Script: White Privilege and Community Building- [Flipping+the+Script.pdf \(squarespace.com\)](#)

Bolstering Real-Time Learning + Course Correction:

[bolstering-real-time-learning-and-course-correction_2011_geo.pdf](#) - Google Drive

How Can We Use Evaluation Findings to Reflect On + Adjust Our Work:

[tipsheet_how-can-we-use-evaluation-findings-to-reflect-on-and-adjust-our-work.pdf](#) - Google Drive

Self-Assessment Tool: [Equity, Diversity, Inclusion: Action Toolkit for Organizations \(apha.org\)](#)

Self-Assessment Tool: [Complete Comprehensive DEI Assessment.pdf \(thecentersu.org\)](#)

Self-Assessment Tool: [Meyer DEI Spectrum Tool 2018.pdf \(mmt.org\)](#)

Self-Assessment Tool: [org assessment western states \(1\).pdf \(nijn.org\)](#)

Self-Assessment Tool: [5 Ps- 3-24-14.pdf](#)

[\(multco-web7-psh-files-usw2.s3-us-west-2.amazonaws.com\)](#)

Finance, Resource, and Fund Development

Building Equity Into Nonprofit Finance: [Building Equity into Nonprofit Finance | CLA \(CliftonLarsonAllen\) \(claconnect.com\)](#)

Community-Centric Fundraising: [MANP | Community-Centric Fundraising - MANP \(nonprofitmaine.org\)](#)

Human Resources + Volunteer Management

Equity + Diversity in Hiring: [MANP | Equity and Diversity in Hiring - MANP \(nonprofitmaine.org\)](#)

Nonprofit HR Diversity Practices: [2021 Nonprofit Diversity Practices | Nonprofit HR](#)

Volunteerism Best Practices: Not Best for Everyone- [Volunteerism Best Practices: Not Best for Everyone - Minnesota Alliance for Volunteer Advancement \(clubexpress.com\)](#)

Recognizing Racism in Volunteer Engagement: [Recognizing Racism in Volunteer Engagement - Minnesota Alliance for Volunteer Advancement \(mavnetwork.org\)](#)

Power, Privilege, and Volunteerism: [Power, Privilege, and Volunteerism - Volunteer Commons](#)

Fantastic Overall Resources

[MANP | Answer Center Search Results - MANP \(nonprofitmaine.org\)](#)

[Home | We:Rise \(werise-toolkit.org\)](#) (Available in Spanish too!)

[Diversity, Equity, and Inclusion – A Professional Development Offering of the eXtension Foundation Impact Collaborative](#)

[DEI | Resource Library | The Nonprofit Partnership - Erie, PA \(yournpp.org\)](#)

Race Equity + Inclusion Action Guide: [AECF_EmbracingEquity7Steps-2014.pdf](#)

Facilitating Organizational Change:

[ywboston_facilitating_organizational_change_lessons-from-inclusionboston.pdf \(tbf.org\)](#)

Racial Equity Tools :[Racial Equity Tools | Home](#)

Beyond Diversity: A Roadmap to Building an Inclusive Organization:

[BeyondDiversity_Report_060517-1.pdf \(diversegreen.org\)](#)