

MNA believes that nonprofits are created to improve society and as such they should be diverse, inclusive and equitable. That's why we have developed the Diversity, Inclusion and Equity Assessment - a tool designed to help nonprofit organizations assess their current status and future progress on the journey to make these values a reality.

**But in a world of competing priorities and limited resources how do you make the case for diversity, inclusion and equity?**

- ▶ **Ethically** – we believe each person has something of value to contribute and diverse perspectives lead to better solutions.
- ▶ **Economically** – research shows that organizations that leverage talent pools of different populations are stronger and more efficient.
- ▶ **Organizationally** – when leadership reflects the diversity of constituents, nonprofits understand their needs and deliver better services.

Now that we've made the case, demonstrate your organization's commitment and create a forum for open discussion of these values. It's easy to start today!

### 3 LEVELS OF ENGAGEMENT:

LEVEL 1	LEVEL 2	LEVEL 3 <i>(Level 2 required)</i>
<p><b>Individual Assessment:</b> Take the assessment as an individual to determine your perceptions of your organization's commitment and progress with diversity, inclusion and equity best practices.</p> <p><b>What you will receive:</b></p> <ul style="list-style-type: none"> <li>▶ Score and description (based on your assessment results)</li> <li>▶ Sample recommendations of best practices</li> <li>▶ Glossary of common terms related to diversity, inclusion and equity</li> <li>▶ Listing of additional resources</li> </ul>	<p><b>Organizational Assessment:</b> Involve your board of directors and/or staff to determine their perceptions of your organization's commitment and progress with diversity, inclusion and equity best practices.</p> <p><b>What you will receive:</b></p> <ul style="list-style-type: none"> <li>▶ Aggregate score and description (based on your board and/or staff responses)</li> <li>▶ Custom report including detailed analysis of responses to each assessment question</li> <li>▶ Recommendations for best practices in each category of the assessment</li> <li>▶ Glossary of common terms related to diversity, inclusion and equity</li> <li>▶ Diversity, inclusion and equity action plan template</li> <li>▶ Sample statement on diversity, inclusion and equity</li> <li>▶ Listing of additional resources</li> </ul>	<p><b>Custom Review</b> with qualified Diversity, Inclusion and Equity consultant:</p> <p><b>What you will receive:</b></p> <ul style="list-style-type: none"> <li>▶ One hour technical assistance call from a qualified diversity, inclusion and equity consultant.</li> <li>▶ Consultant will interpret results of your organizational assessment, discuss specific organizational challenges, and recommend next steps.</li> </ul>
<p><b>MNA Member = FREE</b> <b>Non-member = \$50</b></p>	<p><b>MNA Member = \$150</b> <b>Non-member = \$300</b></p>	<p><b>MNA Member = \$200</b> <b>Non-member = \$300</b></p>

MNA's staff is prepared to assist in the facilitation and navigation of the assessment tool. Questions related to specific workplace situations will be referred to qualified DI & E experts.