

Equitable Hiring Resources Guide

There are three separate resources listed on this document in no particular order. These resources may be used independently of one another or may be utilized as complementary documents. It is recommended that any organization utilizing this resource guide pick and choose from all available resources to create customized tools to be used and perfected throughout the organization.

1. RACE TO LEAD: CONFRONTING THE NONPROFIT RACIAL LEADERSHIP GAP

The nonprofit sector is experiencing a racial leadership gap. Studies show the percentage of people of color in the executive director/CEO role has remained under 20% for the last 15 years even as the country becomes more diverse. To increase the number of people of color leading nonprofits, the sector needs a new narrative about the problem and new strategies to address it. Nonprofits have to transfer the responsibility for the racial leadership gap from those who are targeted by it (aspiring leaders of color), to those governing organizations.

To download the full report, access the, analysis and recommendations visit the link:
<https://racetolead.org/race-to-lead/>

2. The City of Madison's Equitable Hiring Tool

This tool was borrowed from the City of Madison's website. It is a checklist to ensure hiring decisions are as equitable as possible, but it is not a comprehensive employment guide. The goal behind using this tool is to diversify the workforce and to achieve racially equitable representation across an organization. We recommend any organization utilizing this resource, convene members from various departments to ensure maximum effectiveness of the tool.

To download the tool use this link:
[\(DOC\) City of Madison Equitable Hiring Tool](#)
[\(PDF\) City of Madison Equitable Hiring Tool](#)

3. FUND THE PEOPLE: Talent Justice Toolkit

Fund the People works to maximize investment in the nonprofit workforce by advancing talent-investing- the intentional deployment of resources to support and develop professionals, workers, and leaders. This toolkit is based on the findings and recommendations highlighted in Fund the People's Talent Justice report. Conducted in 2018, the Talent Justice study examined the intersection of talent-investing and workforce equity issues.

To download the toolkit, use this link:
<http://fundthepeople.org/toolkit/wp-content/uploads/2019/06/TalentJusticeToolkit.pdf>