



Diversity, Inclusion and Equity Statement  
October 2020

Dear Friends of NNSC,

We NNSC members respect and value different life experiences and heritages. Voices from distinct backgrounds should be valued and heard. We endeavor to build an inclusive and equitable nonprofit sector where diverse leadership, staff, and volunteers feel truly valued and respected. We understand the value of representation in individual organizations and the nonprofit sector as a whole.

As we seek leadership talent for our nonprofit clients, we will work to promote diversity, inclusion, and equity as critical levers for the well-being of the organizations we serve. We will advocate for and support board and staff level thinking about how institutional racism and inequities impact our clients' work, and how best to address those inequities.

We will challenge unquestioned assumptions about what it takes to be a strong leader at nonprofit organizations, and who is well-positioned to provide leadership. We will work to develop equitable and inclusive systems for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. We will provide ongoing training for our staff on effective practices.

We will commit time and resources to expand more diverse membership within the NNSC. We will work towards dismantling systemic racism and inequities within our own policies and services.

We will improve our candidate pipeline by creating, implementing, and supporting programs and policies that foster diverse leadership.

NNSC members will proudly embody a sense of belonging where everyone is encouraged to bring their authentic selves to lead, create, and support sector change. We will lead with respect and tolerance for all. We will express it in client interactions and through everyday practices.

NNSC Executive Committee