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**Bias and Diversity Resources For Nonprofits**  
**Prepared for the Development Executives Roundtable**  
**Classism, Racism and Ageism in the Fund Development Field: How to address**  
**and overcome these barriers**  
June 13, 2014

**1. Zimmerman Lehman**

<http://www.zimmerman-lehman.com>

Serving the nonprofit community since 1988, Zimmerman Lehman offers a range of services to help nonprofit organizations maximize their board, development and staff resources to achieve maximum impact. Services include board assessments, training and recruitment, coaching, planning, facilitation, and fundraising, all of which build the foundation for a healthy nonprofit. The article, “**Racial Diversity on your Board of Directors**” analyzes issues surrounding diversity on Boards of Directors and offers suggestions for improvement. See <http://www.zimmerman-lehman.com/racialdiversity.htm>.

**2. San Francisco Gender Equality Principles**

<http://www.genderprinciples.org>

Ann Lehman worked with the *San Francisco Department on the Status of Women* to create the San Francisco Gender Equality Principles Initiative, a groundbreaking program that helps organizations achieve greater gender equality through implementation of seven Gender Equality Principles. This initiative provides organizations with resources including:

- A confidential assessment to track progress toward a more equitable workplace
- Bay Area model practices to create gender equality in 21st Century workforce
- Summaries and updates from roundtables and events
- An extensive database of relevant resources and innovative new research

**3. Cracking the Code: Executive Presence and Multicultural Professionals**

[http://www.talentinnovation.org/assets/CrackingTheCode\\_EPMC-ExecSummFINAL-CTI.pdf](http://www.talentinnovation.org/assets/CrackingTheCode_EPMC-ExecSummFINAL-CTI.pdf)



Being a top producer or performer isn't enough: you must have executive presence (EP) in order to be considered for positions of authority. Yet, because senior leaders are overwhelmingly Caucasian, multicultural professionals find themselves at an immediate disadvantage in trying to look, sound, and act like a leader. This report unpacks the impediments to achieving EP for the multicultural professional - and reveals what people of color and their organizations can do to transform its ill - defined tenets into a more transparent, teachable skill set. (12/1/2013, Report - 78 pages)

#### 4. U.N. Global Compact: Women's Empowerment Webinar (Free download)

<http://weprinciples.org/Site/ToolsAndReportingWepMaterials/>

##### How to Tackle the Unconscious Mind for Inclusive Behavior

Many business leaders worldwide support inclusion and diversity, and a number of organizations are raising unconscious bias awareness in an effort to foster an inclusive culture. Tackling bias through training sessions on unconscious bias is an important step but far from enough. This webinar will look at practical interventions called 'Inclusion Nudges' that passively and actively 'push' the unconscious mind to help the brain make better decisions and promote more inclusive behavior - that will stick. The purpose of *Inclusion Nudges* is to motivate, steer, empower and outsmart the brain towards more objective evaluations and decision in the employee life cycle that will promote gender equality and inclusion of diversity.

#### 5. Catalyst

<http://www.catalyst.org/knowledge/topics/business-case>

Through extensive research, programs and tools, Catalyst raises awareness of how diversity benefits today's global businesses, and provide guidance on how to enact real change. In its **Business Case**, Catalyst demonstrates that workplace diversity can lead to increased revenues, reduced costs, greater innovation, and increased employee engagement, productivity, and commitment. But in order to reap these benefits, organizational leaders must clarify the connection between their diversity efforts and their business goals.

#### 6. Association of Fundraising Professionals (AFP) Diversity in Fundraising

<http://www.afpnet.org/About/content.cfm?ItemNumber=3120>

AFP believes that diversity and inclusion create a strong, vital and unified force for the effective pursuit of an organization's mission and achieving philanthropic success. **On-line discussion groups** include professional fundraisers from African American, Asian, Faith-Based, LBGT, Hispanic, Jewish and Rural communities. AFP's **Diversity Essays** include:

- A glimpse at the gay and lesbian donor
- Black philanthropy in America
- Characteristics of Cuban-American fundraising
- Fundraising in the Jewish community
- Latino philanthropy in the U.S.
- Native American culture and fundraising
- Native American fundraising: Don't forget your blanket
- Philanthropy as a tenet of Islam
- Traditions of giving and sharing in Asian cultures