

Advancing Racial Diversity in Your Organization for Better Services

Thursday morning 10:30 a.m. – 12:30 p.m.

NNIP's founding Partner organizations saw that the availability of information about neighborhoods was limited and uneven. They recognized residents and organizations could use data, which in the past had been used to disadvantage low-income communities and communities of color, to gain a seat at the table to advocate for change and monitor progress. To best achieve NNIP's vision to address inequities in these communities, its Partner organizations and national network need to reflect on the diversity of the places they serve. A diverse staff and network will improve the relevance and quality of the services provided.

The purpose of this session is to provide expert advice on how Partners can diversify their staff, boards, advisory committees, and outreach networks and to encourage them to reflect on their policies and practices at home.

The session will be moderated by Leah Hendey from the Urban Institute. Olivia Arena, also from the Urban Institute, will first provide an overview of the data collected from NNIP Partners on their staff and board diversity and their experiences with hiring, board development, outreach, and diversity and inclusion.

Ellie Tumbuan will lead the session, explain key concepts, provide information on reimagining hiring and outreach efforts. She will also suggest ways you can advocate for change at your organizations.

Ellie is the principal of ET Consulting and has more than 15 years of experience in social change and impact consulting. She is also the chief strategy officer at The Justice Collective, a consultancy that supports strategic initiatives, organizational development, and leadership nurturance. Ellie has a passion for strengthening inclusion in civic innovation and political entrepreneurship spaces and helped build civic tech startup OpenOakland's first executive management team through the lens of racial and gender equity. She is a 2015 New Leaders Council Fellow and currently serves as an advisor to Oakland's TechEquity Collaborative. Ellie's interest and passion for urban issues, racial justice, and community-driven policymaking is shaped by her exposure to various experiences of city life as a multi-issue grantmaker and her lived experiences as a queer, multiracial immigrant's daughter raised in the public education system and various racially and economically diverse neighborhoods across Southern California and the Bay Area.