

PILLAR
nonprofit network

Sustainable Approaches to EDI Strategies

Presented By:

Mojdeh Cox, Executive Director - **Pillar Nonprofit Network**

Leroy Hibbert, Speaker, Educator and Multicultural Outreach Program Coordinator - **LUSO
Community Services**

Dr. Mohammed Baobaid, Executive Director - **Muslim Resource Centre for Social Support and
Intergration**

Presentation at a glance

- ▷ Introduction to Pillar and the network (MRCSSI and LUSO)
- ▷ Snapshot of EDI trends today
- ▷ Key components of sustainable EDI strategies
- ▷ Exploring Radical Accountability
- ▷ A conversation with experts
- ▷ Your turn - Q & A

About Pillar Nonprofit Network

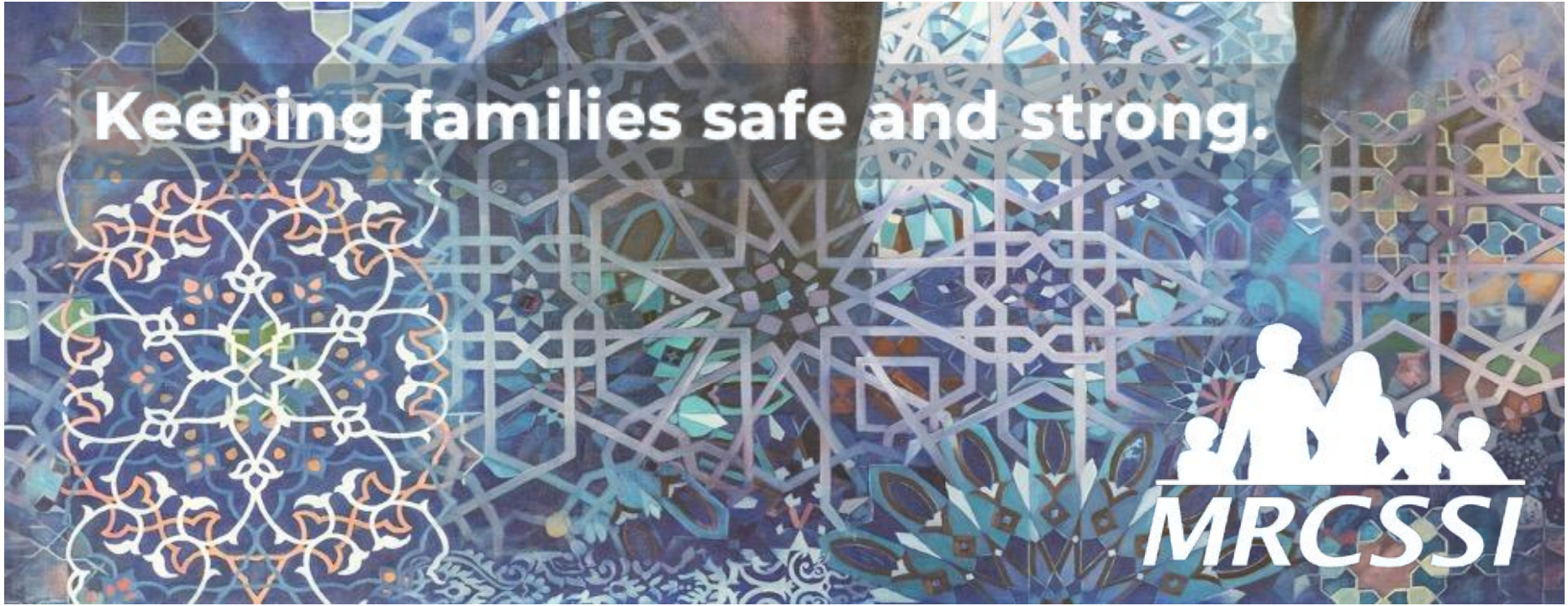
We believe that a connected network sparks collaboration and a willingness to lean on each other to help build an engaged, inclusive and vibrant community of belonging.

So, who are we?

Hundreds of Individuals & Organizations Making Change

- ▷ Businesses
- ▷ Social Enterprises, for-profit & nonprofit
- ▷ Nonprofits & Charities in service delivery, arts, culture, basic needs & more
- ▷ Social Financiers & Other Innovators
- ▷ People making an impact by working together in a network approach

Meet Pillar Network Members





ABOUT **MRCSSI**

Founded in 2009, the Muslim Resource Centre for Social Support and Integration is a not-for-profit organization helping families and individuals overcome the challenges that impact their family well-being and safety.

OUR VISION

Safe, strong and healthy individuals and families in caring communities.

Meet Pillar Network Members



Mission Statement

LUSO Community Services is a non-profit multicultural neighbourhood resource centre dedicated to promoting inclusiveness, well-being and the prosperity of the London community.

We Believe.....

- ✓ that there is strength in numbers and beauty in diversity
- ✓ that the uniqueness of traditions and cultures must be respected
- ✓ that the joining of participants with common goals is a strength that will better the conditions of the community

Goals

- ✓ To provide educational programs which help individuals in need to improve their life, and to conduct activities that will lead to the reduction of poverty, unemployment and job loss
- ✓ To provide educational and other social service programs for children and youth with a sensitivity to their racial, cultural and financial backgrounds
- ✓ To provide services and educational programs which facilitate the integration of immigrants or refugees in need into the community
- ✓ To provide charitable social services to members of the multi-lingual and multi-cultural groups living within the communities serviced by the Centre

What LUSO Does



Children, youth & families

- Literacy support
- Basic needs and community support
- Youth support and outreach

Education & outreach

- Multicultural Outreach Program
- Cultural Awareness and Sensitivity

Newcomer & Immigrant Services

- Information & Orientation Services
- Settlement Workers in Schools
- Newcomer Settlement Program

The Network Approach: Our Guiding Principles

- ▷ Collaboration
- ▷ Leadership and Governance
- ▷ Equity and Inclusion
- ▷ Storytelling and Impact

How our principles show up in our strategic plan...



PILLAR NONPROFIT NETWORK 2021-2023 STRATEGIC PLAN

EQUITY IN ACTION



To acknowledge our shared complicity in anti-Black and anti-Indigenous racism and all intersecting oppressions, and drive ourselves and our network to action.

CHANGE IN ACTION



To work together across sectors and shift inequitable structures and systems to create transformational change.

RECOVERY IN ACTION



To promote an equitable and sustainable recovery that addresses the inequities exacerbated by the COVID-19 pandemic.

What is Innovation Works?



Our Co-working Space

1. Shared spaces
2. Meeting spaces
3. Event spaces
4. Accessible
5. Great amenities
6. Dog friendly





Board Governance · Custom Workshops

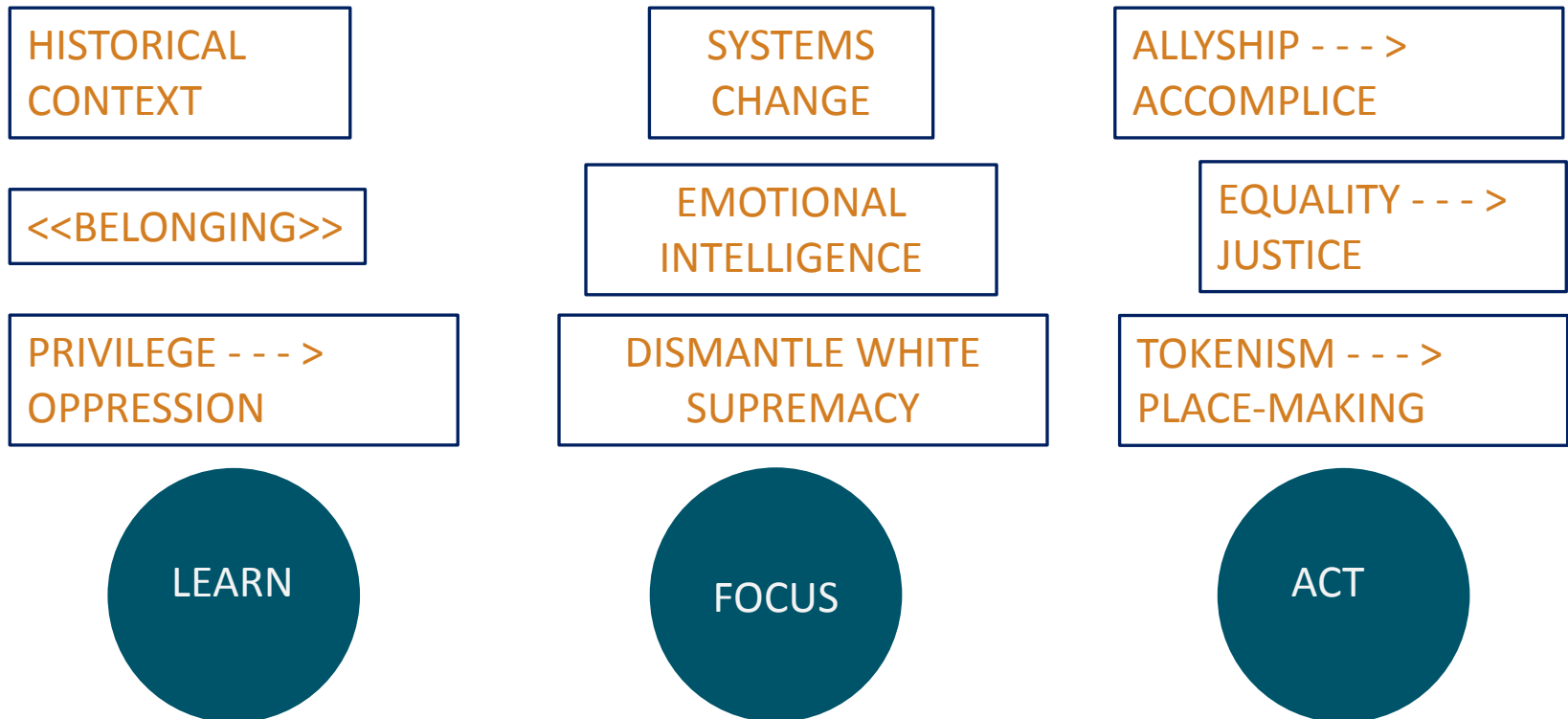
Social Enterprise · Social Finance

Equity & Inclusion · Social Innovation

Impact Consulting by Pillar Nonprofit Network provides consulting services designed to amplify the social impact of nonprofit organizations, social enterprises and social purpose businesses.

Exploring Emerging Trends in JEDI

JEDI = Justice, Equity, Diversity,
Inclusion





Trust is choosing to make something important to you vulnerable to the actions of someone else.

Charles Feltman

Key Components to Sustainable EDI Strategies

- ▷ **Commitment** - leadership buy-in and engagement, resource allocation, defined roles and responsibilities
- ▷ **Clarity in direction** - does your mission and vision align with centering EDI?
- ▷ **Benchmark data** - establish a point of reference
- ▷ **Guiding principles** - to inform planning and implementation

Key Components to Sustainable EDI Strategies Cont'd

- ▷ **A lexicon** - common language and knowledge of EDI fundamentals
- ▷ **A framework** - a basic structure underlying a system – an essential supporting structure. Must have areas of focus itemized
- ▷ **An implementation plan** - strategic objectives and associated actions for implementation
- ▷ **Measurables and reporting timeline** - track your journey transparently

and...

Most importantly -

▷ **RADICAL ACCOUNTABILITY**

What is Radical Accountability?

The Anatomy of Radical Accountability

- ▷ Fearless honesty
- ▷ Setting intention
- ▷ Self-reflection
- ▷ Action through changed behaviour

In Closing

