

Workplace culture + inclusive leadership

The Storman Group LLC — Dr. Ashley Storman, Ed.D.

SG

CLIENT OVERVIEW

Women-led philanthropic organization — New Jersey

THE SITUATION

A women-led philanthropic organization granting \$100K+ annually to nonprofits came with a clear tension: their vision was to be a premiere, diverse organization — but their membership told a different story. Over 90% of members shared the same racial background and half were over age 60. Leadership lacked the data to understand the gaps or move forward with confidence.

WHAT WE DID + WHAT CHANGED

Dr. Storman conducted a two-phase assessment — surveying 148 members, facilitating qualitative interviews, reviewing all communications, and meeting with diverse stakeholders. The organization received a full implementation plan with milestones, responsible parties, and a roadmap across four priority areas: membership experience, transparency, leadership diversification, and an equitable grant process.

148

Members surveyed

40%

Survey response rate

4

Priority focus areas

8

Implementation milestones

"For the first time, the organization had a shared language around workplace culture and inclusive leadership, a structure for ongoing transparency, and a succession planning process designed to build the diverse leadership their mission demands."

KEY OUTCOMES

Shared language around
inclusion

Actionable implementation
plan

Transparent leadership
structure

Succession planning
framework