



Talent Justice Initiative

Fund the People works to maximize investment in the nonprofit workforce by advancing *talent-investing* - the intentional deployment of resources to support and develop professionals, workers, and leaders in the nonprofit workforce. To be effective, talent-investing must address equity issues, and equity efforts must address talent issues. In particular, we are concerned with intersectional racial equity – leading with issues of race in a manner that addresses gender, sexuality, ability, age, geography, religion, and other areas of difference. We call it *talent justice*. In summer 2018, we teamed up with the **Center for Urban and Racial Equity** and began the Talent Justice Initiative.

Objectives:

The initiative supports Fund the People's overall vision and mission, and in particular seeks to achieve the following objectives:

- **Philosophically and practically** link talent-investing and intersectional racial equity;
- **Provoke and empower** funders and nonprofits to develop policies and practices that invest in equity as part of talent-investing; and
- **Produce practical resources** that help funders and nonprofits advance equity in the nonprofit workforce.

Inflection Points:

We will address equity issues at key stages of the nonprofit career lifecycle:

- **Access to Nonprofit Work:** How unpaid and under-paid internships, apprenticeships, and entry-level jobs contribute to exclusionary entry-points into nonprofit work.

- **Advancement and Retention:** How the uneven distribution of mentorship, professional development, compensation and benefits makes nonprofit careers unsustainable.

- **Ascension to Positions of Leadership:**

How the lack of thoughtful investment in equity and inclusion before and during the process of executive transition, recruitment, and onboarding maintains an exclusionary top-tier of leadership in the sector.

We will also explore how the workplace culture and political will within organizations contributes to the creation of these challenges—and to their solutions.

Deliverables:

For each of these inflection points, the Initiative will deliver the following:

- **Research:** We will study these challenges with the goal of better understanding the intersection of talent-investing and talent justice, and to identify promising practices that address the issues. We will strive to add value to the equity research presently in the field.
- **Tools:** Based on our research, we will develop practical guidance, worksheets, and other resources that help nonprofit and foundation leaders take action to advance talent justice.
- **Trainings:** We will deliver curricula that empower funders and nonprofit leaders to put the research and tools into action.

Talent Justice products will stand on their own, and become an integral part of the overall talentinvesting framework and Fund the People Toolkit.