

DEIB RESOURCES



THIS COMPILATION OUTLINES ONGOING EFFORTS OF IMPACT AUSTIN RELATED TO THE VALUES OF DIVERSITY, EQUITY, INCLUSION, AND BELONGING

Impact Austin strongly believes in the fundamental principles of Diversity, Equity, Inclusion, and Belonging and aims to embrace these concepts in all aspects of the work we perform to achieve the strategic goals of Impact Austin. We will embrace these DEIB concepts in our interactions with our membership, our community partners, the nonprofit organizations we serve as well as any other community members we interact with to achieve our mission.

Ensuring our DEIB concepts are embedded in all that we do will serve as inspiration for our current members and potential members and ultimately will help us continue to make a significant and meaningful impact in our grantmaking to the nonprofit community in the Central Texas area.

This compilation highlights how the values of DEIB are embedded into our strategic plan, our grantmaking, and our broader organizational activities.

To get involved with Impact Austin's DEIB efforts, join our DEIB Committee [here](#).

FY '22-'23 STRATEGIC PLAN: OBJECTIVES / GOALS

Objective: Sustainable Growth

Organizational Goals:

- Increase membership with a focus on multifaceted diversity
- Create a sustainable, inclusive membership model

Objective: Community & Partners

Organizational Goals:

- Maintain trust-based collective giving in Central Texas
- Establish and engage the Strategic Advisory Council so Impact Austin more effectively advances equity in the community

Objective: Learning & Engagement

Organizational Goals:

- Champion a culture of diversity, equity, inclusion, and belonging

Objective: Operational Excellence

Organizational Goals:

- Strengthen people management with a focus on inclusivity and belonging for leadership, volunteers, members, and staff
- Develop and execute inclusive, equitable, and effective policies and processes

DEIB DEFINITIONS

The following definitions are designed to guide Impact Austin's operational and intentional goals around these key focus areas.

Diversity includes all the ways in which people differ, both visibly and invisibly to others. It encompasses the varied characteristics that make one individual or group unique. We embrace a broad definition of diversity that includes, but is not limited to, race, ethnicity, age, national origin, religion, ability, sexual orientation, gender identity, socioeconomic status, education, marital status, language, physical appearance, and lived experiences, as well as the intersectionality among these.

Equity is the fair treatment, access, opportunity, and advancement for all people. Equity is not synonymous with equality. Equity is distribution of resources based on what each person needs in order to adequately level the playing field. Equity is an ongoing process, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic racism.

Inclusion is the act of creating actively anti-racist, safe environments in which any individual or group can feel welcomed, respected, supported, heard, and valued to fully participate in all aspects of the organization and show up as their authentic selves. An inclusive and welcoming climate embraces differences and offers respect in words and actions. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Being inclusive includes acknowledging and identifying unconscious/implicit bias.

Belonging is when an individual feels accepted and included; when they can fully engage, safely share their ideas, and trust they will be valued. We are on a journey to intentionally create a sense of belonging for all our members, so that they feel our programs, people, partners, and more are relevant and applicable to them.

ACTIVITIES & MILESTONES



PUBLIC STATEMENTS

The DEIB committee advised on public statements issued by Impact Austin:

- [We Are In This Together](#), 06/04/2020
- [For Our AAPI Members and Community](#), 03/23/2021
- [Such a Year - Part One: Leadership During the Pandemic](#), 06/27/2021
- [Such a Year - Part Two: Big Changes to Grantmaking](#), 06/22/2021
- [Such a Year - Part Three: Embracing a DEIB Framework](#), 08/07/2021
- [Board Endorses Definitions and Continued Implementation of DEIB](#), 10/27/2022

EDUCATIONAL CONTENT

Town Hall Meeting 2020

[Embracing Trust Based Philanthropy](#)

Discovery Days 2021

[History of Race, Racism, & Philanthropy in Central Texas](#)
[Diversity, Equity, Inclusion, & Belonging in Action](#)

Discovery Days 2022

[Thriving Through Change: Building Trusted Partnerships](#)

Equity Webinar Series

[Exploring Equity in the Disability World](#)
[Exploring and Overcoming Generational Biases](#)
[Insights on LGBTQ+ Equity in Philanthropy](#)

INTERNAL TRAININGS

If you are an Impact Austin member and wish to access our internal DEIB training materials, please use the [contact form on impactaustin.org](#).

MILESTONES

FY '19

- Revised Mission, Vision, Values as it relates to DEIB
- Created DEIB education focus for Discovery Days
- Reviewed membership accessibility
- Began collecting member demographics

FY '20

- DEIB training initiated for the Board
- Monthly payments implemented for member accessibility

FY '21

- DEIB committee input incorporated into the strategic plan for FY '22 and '23
- Creation of Strategic Advisory Council
- External messaging released to bring awareness to DEIB efforts and IA's stance on issues related to DEIB
- Launched DEIB 4-part equity series
- Provided a CTA for further diverse representation on the Board as well as training enhancements
- Launched DEIB training pilot for GRCs
- Established DEIB membership task force

FY '22

- Completed a DEIB assessment
- Completed GRC Chair Training and modified GRC application process

FY '23

- Developed a common understanding of DEIB, as well as DEIB definitions for Impact Austin
- Created an Impactship scholarship program to enhance diversity and equity within membership
- Complete board, staff & member representation matrixes
- Update employee handbook, policy & procedures to align with DEIB common understanding & definitions