



## Sterling Strategic Advisor Human Resources, Equity, & Inclusion

### **What inspires you to do the work that you do?**

I have always been the person to bring people together, even as a kid. When I got my first rejection letters post-college because I didn't have the "right major" and my other experiences were not valued or considered relevant, I vowed to make sure others didn't have the same experience I did. Couple that with attending all-women's schools from kindergarten through college; I was always taught that even in the minority, you could make it and do anything.

### **Why should nonprofits and other organizations prioritize diversity, equity, and inclusion work?**

#### **How can this benefit them and those who work for them?**

When we create spaces for all people, not just those in the minority, to feel like they belong, organizations function better. You get the best out of employees when people are operating at their best, and that's when organizations succeed. Organizations should focus on the ways they can foster inclusion and embrace similarities within their workforce and communities, while acknowledging differences and what makes us all unique. It is a balancing act, and you won't get it right 100% of the time. Working toward an inclusive environment should be undertaken in stages and at the speed with which your organization can accept the change.

### **What does success look like when it comes to diversity, equity, and inclusion work?**

Success is defined by the organization and its goals. Ultimately, your DEI goals and strategy should align with your organization's mission, vision, and values. If they don't, they will ultimately fail.

### **What are a few examples of positive actions that you have seen nonprofit leaders and staff members take to foster diversity, equity, and inclusion in the workspace?**

I have seen organizations create committees made up of employees across the business with different backgrounds and skill sets to draft DEI plans or create programming to address DEI - everything from lunch and learns to DEI calendars and resource guides. Other organizations have done a review of all of their documentation to ensure that the language is inclusive and that job descriptions are written in a way that invites diverse candidates to apply.

### **What are you looking forward to in your role as a Sterling Strategic Advisor?**

I am looking forward to supporting the amazing team at Sterling and providing thought partnership. I have never met a more thoughtful group of people who want to get it right and are comfortable doing the hard work that sometimes comes with DEI.

---