

DEI Data Analysis: Green 2.0 Data Discussion

DEI Data Analysis: The Effectiveness of Diversity and Inclusion Efforts at Environmental NGO's and Foundations

Organizations across the environmental sector and other industries have been implementing DEI strategies or have recently begun their DEI journeys to increase diversity and inclusion in the workplace and incorporate it into their mission and vision. There have been many studies that uncovered why so many organizations believe diversity and inclusion efforts are valuable and worth investing in for their long-term strategy. However, there is much less research on how the strategies are being implemented and how effective they are. There is a great deal of work, time, and investment that goes into updating hiring policies and practices, drafting mission statements, addressing internal biases, diversifying boards, and collecting data as you track progress. What would it look like if we knew more about what has been successful for an organization of our size implementing similar strategies? How might we pivot or re-prioritize our strategy if we knew what would have the biggest impact?

Green 2.0¹ is a 501(c)3 independent advocacy campaign to increase racial diversity among environmental organizations. Part of their work includes collecting and reporting organizational-level data on NGO and funder demographics and practices, updating and modernizing the tools along the way to track progress. This resource offers a protocol for teams to analyze data in the **Beyond Diversity: A Roadmap to Building an Inclusive Organization Report** and the **2022 NGO and Foundation Transparency Report Card** by Green 2.0. It is an opportunity to review the diversity and inclusion efforts at environmental NGOs and Foundations to gain a deeper understanding of the effectiveness of DEI strategies as a DEI Committee.

What is this resource?

This resource is a 3-part series of guided workshops to analyze research and data collected by Green. 2.0 to consider the effectiveness of DEI strategies at environmental NGOs and Foundations. It can be facilitated by a DEI leader for an organization or for the board as a part of the continued learning. DEI Committees could also incorporate it into their work to assess their DEI strategy and find opportunities to increase impact.

Who is it for?

- DEI leads and organizations that are beginning to implement an org-wide DEI strategy
- DEI leads and organizations that want to assess the progress of their DEI program

What will you gain from this resource?

- Data analysis protocol to assess the effectiveness of DEI strategies using data reports
- Organizational Assessment of DEI Best Practices

¹ <https://diversegreen.org/>

Exercise 1: 2022 NGO and Foundation DEI Data Analysis

Activity Time: 60-90 minutes

Step 1: Predictions

Predictions help uncover prior knowledge, name biases, and make predictions in preparation of reviewing and discussing the data.

As a full group, share your predictions. Consider using the following prompts:

- What predictions do I have about this data set? (e.g. I assume..., I predict..., I wonder...)
- My questions/expectations are influenced by...
- What do I expect to learn from this data set?

Step 2: Data Review

Split into 2 groups and choose a facilitator and a note taker. Distribute the [2022 NGO and Foundation Transparency Report Card](#).

- Group 1 will silently read and study the NGO Analysis data (pgs. 3-148).
- Group 2 will silently read and study the Foundation Analysis data (pgs. 149-174).

Note: *Groups can choose to review as many of the individual NGO or Foundation data reports included at the end of their section as time allows.*

Step 3: Observations

In your small group, discuss observations after reviewing the data and take notes to share out with the full group. Avoid sharing interpretations, opinions, and conclusions – facts only! Avoid using phrases that start with “because..., therefore..., it seems as though..., or however...”

As a group, share your observations. Consider using the following prompts to guide the discussion:

- I observe that...
- Some patterns or trends I notice are...
- I'm surprised that I see...
- I'm wondering about...
- I see on page 8....

Step 4: Inferences

In your small group, share inferences you have about the data, responses, and implications for your work and implications for your organization as a whole. Take notes to share out with the full group.

Use the following prompts to guide the discussion:

- What does the data suggest? What are the implications?
- What connections do you see between the Beyond Diversity Report and the data in this report?

Step 5: Share Out + Debrief

Return to the full group. A representative from each group will present the observations and inferences they discussed in their small group.

After the share outs, use the following prompts for a closing debrief:

- What is resonating? What themes are emerging?
- What are you wondering about? What questions do you have?
- What new thoughts are you having about the data?
- What are the implications for our work as an organization? Individually?

Exercise 2: Building an Inclusive Organization Data Analysis

Activity Time: 60 minutes

Instructions:

After completing Exercise #1, read Green 2.0's report [Beyond Diversity: A Roadmap to Building an Inclusive Organization](#). This exercise can be done in-between sessions independently or as a separate second session for participants. **It is a necessary step before moving on to Exercise #3.**

Respond to the following reflection questions:

- What themes emerged? Were there any surprises?
- What was uncomfortable or challenging?
- What are some key takeaways from reviewing this report?
- What is one thing you want to learn more about?

Exercise 3: Organizational Assessment of DEI Best Practices

Activity time: 45-60 minutes

In the Green 2.0 Beyond Diversity Report, researchers recommended 8 implementation strategies for an effective DEI program that will support organizational readiness, recruitment, and retention strategies. This exercise is an assessment to gauge how well your organization is implementing these strategies and identify opportunities to increase the effectiveness of your program. Consider the themes that emerged, the learnings, and the reflections from Exercises #1 and #2 while completing the assessment and debriefing.

Instructions:

Individually review each best practice and how well you believe your organization is implementing this practice and debrief as a group using the questions below.

Rating scale:

1
2
3
4
5

Strongly Disagree
Disagree
Neutral
Agree
Strongly Agree

DEI Strategy	Ranking	Rationale
<p>We integrate diversity into the structure, mission, and bottom line: A culture of integration and learning should be implemented where employees can contribute the insights, skills, and experiences they have developed as members of various cultural identity groups.</p>		
<p>We require accountability: Executive and senior management should be responsible for ensuring diversity-related issues are given attention, communicated down the line, and executed.</p>		
<p>We provide incentives: Incentive structures that require cooperation produce results, as team membership becomes more salient than demographic differences.</p>		
<p>We have established a diversity committee and/or we have a DEI manager: Diversity managers and diversity committees must be senior level positions or comprised of senior level employees so that initiatives that address diversity issues are communicated, accepted, and executed.</p>		

<p>We have developed a comprehensive plan with evaluation: Effective diversity plans and the programs related to them should be based on concrete goals with ongoing evaluations and feedback.</p>		
<p>We employ metrics to identify organizational needs: Metrics should be used to track progress towards clearly defined goals and request feedback to make refinements as time goes by.</p>		
<p>We recognize the limitations of diversity training: The small body of empirical research that does exist about diversity trainings suggests that current practices are largely ineffective over the long-term. Therefore, it is imperative to conduct needs assessments to determine what content should be included in training modules.</p>		

**Adapted from Beyond Diversity Report, 2017*

Exercise Debrief

In the full group, discuss your responses for each practice and debrief. Use the following prompts to guide your discussion:

- a. What did you rate each strategy and why?
- b. Were you surprised by anything on this list? Is there anything you would add?
- c. What are the implications for our work as an organization?
- d. What opportunities do we have to address our implementation of these strategies?

Sources

[Beyond Diversity Report: A Roadmap to Building an Inclusive Organization, 2017](#)

[2022 NGO and Foundation Transparency Report Card](#)

School Reform Initiative, *Data Driven Dialogue*

Resources

Green 2.0

- [Research Reports](#)
- [NGO and Foundation Transparency Cards](#)
- [DEI in Climate Policy and Tech](#) – 2022 Report

Books

- *Hiring from Diversity* by Arthur Woods and Susanna Tharakan
- *Diversity in the Workplace* by Erika Nielsen Brown

TREC

- [Developing an Inclusive Culture](#) – 60 min webinar
- [Working Across Generations](#) – 60 min webinar
- [Anti-Blackness and Conservation: Dismantling Anti-Black Racism in Conservation](#) - 70 min webinar
- [Addressing Equity in Compensation](#) – 60 min webinar