

 Racial Justice at Work Summit

JUSTICE
FOR ALL

Accounting for Real:

The Cost of Doing Business



Speaker:
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2024 NONPROFIT LEADERSHIP CONFERENCE



May 8, 2024
Minneapolis



OUR PURPOSE

Unpack human costs of advancing DEIJ (aka quality, innovation, sustainability) by weaving in the concept of physical, social, and emotional tax. Together we will contrast current data realities, with a collective reimagining of what justice-centered organizational alignment can be.



accounting for real

OUR TIME

> OPENING GROUNDING

> PRESENT REALITIES

> QUICK CONNECT

> FUTURE POSSIBILITIES

> QUICK CONNECT

> CLOSING REFLECTION





GROUNDING *levelsetting*

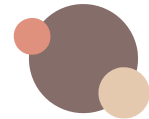
DEIJ is being targeted, banned and sidelined.

Workplaces must respond to evolving needs.

The impact of this work falls on **few** shoulders.

PRESENT DAY





Lack explicit **expectations** or place based insights.

No norms established for **enforcement** of rules.

Majority of resource **expenditure** on those less impacted.



3P MISALIGNMENT



REALITIES



	PHYSICAL	SOCIAL	EMOTIONAL
Policy			
Practice			
People			

expectations, enforcement, expenditure

BREAKOUT CHAT #1

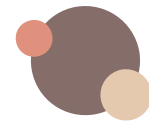


Where are the 3Ps costing your organization the most?

- How does it show up?
- What is the impact?

FUTURE STATE





Explicit **expectations** and place based insights.

Norms and assets established for **enforcement** of rules.

Majority resource **expenditure** on those most impacted.



3P ALIGNMENT





3P ADVANCEMENT



POSSIBILITIES



	PHYSICAL	SOCIAL	EMOTIONAL
Policy			
Practice			
People			

expectations, enforcement, expenditure

BREAKOUT CHAT #2



What 3P area has the greatest potential in your organization?

- How could it show out?
- What would be the impact?

CROWD SOURCED TOOLS

As we work to make our organizations more equitable and just for all, where do we build capacity?



- Compliance
- Trauma Informed Practices
- Coalition Building
- Restorative Justice
- Quality Assurance
- Ergonomic Design
- Human Centered Design
- Risk Assessment
- Experiential Learning
- Power Mapping
- Consensus Building
- Universal Design
- Gap Analysis

HOW WE DO THE WORK, IS THE WORK



3P ALIGNMENT: POLICIES, PRACTICES, PEOPLE

- set up DEIJ to be successful AND sustainable
- unapologetically pursue alignment
- precision and specificity are non-negotiable

HUMAN TAX: PHYSICAL, SOCIAL, EMOTIONAL

- acknowledge and affirm context and realities
- illuminate the value of evolving needs and demands
- come correct with the bag!

Thoughts or questions?

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 **Racial Justice at Work Summit**

JUSTICE
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Thank you!

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