



CONVERSATION STARTERS

Respect and Trust Your People

FOR CHIEF EXECUTIVES

1. How does your organization demonstrate respect for the strengths, contributions, and cultural backgrounds of your employees? How do your policies support their health, workplace comfort, and psychological safety?
2. How do your organization's hiring, promotion, and compensation practices demonstrate respect for your people? How do you ensure that you are integrating diversity, equity, and inclusion into your organization?

FOR STAFF TEAM MEMBERS

1. In what ways does your chief executive model respect and trust? What could they improve?
2. How does your team demonstrate caring, listening, and working collaboratively? What are some opportunities for improvement?

FOR BOARD MEMBERS

1. What are three ways your board could work more collaboratively as a team and in partnership with your chief executive?
2. How, in the organization's strategic plan and budget, is the board prioritizing equitable compensation and benefits and also encouraging professional growth for all employees?

FOR INDIVIDUAL DONORS

1. How can you assess whether a nonprofit respects and trusts its people and community stakeholders when planning and executing on its mission?
2. How can a nonprofit demonstrate respect and trust to its donors?

FOR INSTITUTIONAL PHILANTHROPIES

1. In what ways do your grantmaking practices communicate respect and trust to your grant applicants? How could you deepen those further?
2. How well does your current funding support grantees in providing respectable wages and benefits, investing in leadership skill development, and strengthening staff and board diversity, equity and inclusion? How could new or increased funding further encourage your grantees to deliver in these areas?