



**HR Council Meeting Summary**  
**Friday, September 15, 2005, 9:30 a.m. – 3:00 p.m.**  
**National Industries for the Blind, Alexandria, VA**

**1. Update on Nonprofit Sector Workforce Coalition**

Stephen Bauer & Phyllis Wallace, American Humanics; Russ Finkelstein, Action Without Borders/Idealist.org; Michael Watson, Girl Scouts of the USA

--The coalition, launched in 2006, is comprised of 50 national nonprofit organizations, academic centers, foundations, and associations. Its goals are to connect young people to nonprofit sector careers and help nonprofit organizations recruit, retain, and cultivate diverse leadership. The coalition will host its first national meeting on October 24, 2006, following the Independent Sector Conference.

--The coalition formed two subcommittees, focusing on workforce diversity and student debt, both of which have developed action plans.

--The workforce diversity subcommittee's plan includes recruiting organizations to sign a pledge to promote diversity/inclusion within their workforce, promoting research that addresses diversity of the nonprofit workforce, building awareness of the issue, sharing best practices, and recognizing successful organizations.

--The subcommittee would like to provide information to the public about diversity in the nonprofit sector. Participating organizations would complete a Nonprofit Diversity Demographics form, which is very similar to the EEO1 report so it wouldn't require much extra effort. Several members of the HR Council saw this as an opportunity for self-reflection and self-improvement and were not sure they wanted to make this information public. Other members saw public dissemination as the only way to galvanize action and compared this to the 990 in that many organizations may not want to report this data, but it will improve the sector. Members also suggested compiling a top 10 list of diverse nonprofit organizations.

--National Assembly could hold joint staffing/recruiting efforts for member organizations. Exploring idea of partnering with Assembly member Idealist.org, which has done 100 nonprofit career fairs and will have 8-10 fairs in the Spring. These fairs attract a large number of people (around 2,500).

--For more information about the Nonprofit Sector Workforce Coalition, visit [www.humanics.org/coalition](http://www.humanics.org/coalition).

**2. HR Hotline for Local Affiliates**

Nell Fielden, Boys & Girls Clubs of America

--Boys & Girls Clubs of America (BGCA) is partnering with 501c Services to offer its affiliates a toll-free hotline for HR support. This year, 229 Boys & Girls Clubs in 45 states have used the hotline to ask questions related to policies and procedures, wages and hours, discipline, hiring, benefits, and many more areas.

--BGCA covers the cost for its affiliates to participate. Large and small affiliates have used the service.

--Service includes a newsletter highlighting important personnel issues and a website with HR forms and facts.

For more information, contact Nell Fielden at [nfielden@bgca.org](mailto:nfielden@bgca.org).

### **3. Next Meeting: Topics, Date, Location**

--HR Council members identified the following topics for future meetings: leadership development, staff development, health insurance, performance measures, retaining employees, year-round internships, retirement survey

--American Humanics invited HR Council members to its Management Institute on January 3-6, 2007, in Washington, DC, and suggested a joint meeting with HR Directors from other nonprofit organizations during the institute.

--Mutual of America offered to host the next HR Council meeting in New York City.

### **4. Participants**

Stephen Bauer	American Humanics
Sharon Brender	Youth Service America
Yvette Buck	Child Welfare League of America
David Carrier	National Human Services Assembly
Jane Cohen	Volunteers of America
Phil Collyer	National Human Services Assembly
Nell Fielden	Boys & Girls Clubs of America (by phone)
Russ Finkelstein	Action Without Borders/Idealist.org
Kathleen Gallagher	National Industries for the Blind
Gordon Gaspard	Mutual of America
Jeanine Hoover	National Center for Missing & Exploited Children
Karli James	American Cancer Society
Ellen Johnson	Joint Agencies' Trust
Cristal Kurtz	MENTOR - The National Mentoring Partnership
Daphne Logan	America's Second Harvest
Nannette Richardson	NeighborWorks America
Sharon Schainker	National 4-H Council
Walt Smith	Points of Light Foundation
Phyllis Wallace	American Humanics
Michael Watson	Girl Scouts of the USA