



Tidy Communities Prospectus

EDD 764A

Problem Statement

Facing a lack of Diversity, Equity, Inclusion & Belonging (DEIB) in the area of Talent Management

Project Liaison

Executive Director

QB

Consultancy

Tidy Communities



Tidy Communities is a grassroots nonprofit organization in the Northeastern United States. In its existence, the organizations and its members have collaborated with other community organizations to eliminate millions of pounds of rubbish to this day from vacant lots, wooded hillsides, alleyways, roadsides, streams, and riverbanks. Numerous volunteers regularly work with the organization improving the wellbeing and liveability of the community. Aside from just picking up debris, Tidy Communities has an expanding list of organizations to do the cleanup work and provide educational workshops.

Problem Statement. Tidy Communities is facing a lack of Diversity, Equity, Inclusion & Belonging (DEIB) in the area of Talent Management especially with the recruitment of board members, employees, and volunteers from the neighborhoods that they work in.

Project Identification. Tidy Communities identified JEDI (Justice, Equality, Diversity & Inclusion) issues in their talent pool as an area of opportunity and a strategic goal of the Board of Directors, which was collaboratively reframed as DEIB (Diversity, Equity, Inclusion & Belonging) with QB Consultancy.

Background. In the past, Tidy Communities only entered communities when invited and there were existing connections. Currently, they go into communities because they have funding support from local governmental agencies and understand where the problematic illegal dumpsites are. However, this has not allowed them the chance to develop strong relationships with the newer communities they are expanding to. They feel that they have weak relationships with members in the BIPOC (Black, Indigenous, People of Color) communities.

Issue. Tidy Communities is expanding its service area to include outlying communities creating the necessity to find ways to be inclusive of all communities that they will be reaching. This task falls into the area of DEIB. To better serve the communities, diverse talent must be acquired and maintained to build organizational relationships, keeping their character as a people centered grassroots organization.

Our Approach



Scope of Work

The scope of work is limited to DEIB in the talent management space of recruiting, especially of board members, employees, and volunteers from the neighborhoods that TC is approaching.

Effective talent management considers the “recruitment, hiring, engagement, development, performance management, recognition, and succession planning” (What is a talent management framework?, ADP, 2020)

While other opportunities were brought forth by the organization, such as improving volunteer and community engagement, QB Consultancy determined that addressing DEIB issues could also tackle the root cause of the other topics presented.

Timeline

LATE
MAR

Defining the opportunity

Organizational and problem analysis.

Deliverable: MOU

MID
MAY

Design sprint

Incorporation of models and theories that can address the areas of concern into a strategic plan.

Deliverables: to be determined in the development of the MOU

LATE
MAY

Concluding the effort

Post implementation evaluation

Deliverable: Presentation and Evaluation

References and Resources

Redacted for anonymization

Prospectus