



Thought Partner

SOLUTIONS

Diversity, Equity, & Inclusion 101 for Nonprofit Boards

December 3, 2019

Pond House Café

Presenters: Jamal Jimerson & Esther Jean-Marie

Materials

Participant Folder with additional content, workshop activities, reflective spaces, and resource links



Learning Objectives



1. Definitions, the state of nonprofit diversity, and the four reasons why board diversity matters
2. The board diversity change process
3. Board Diversity Recruitment Assessment & Discussion
4. Additional Tools & Q&A

Team Activity: Trusted Ten

There's an opportunity available to recruit new board members for your organization. The goal is to develop a culturally diverse slate of candidates who have good board experience, strong networks of influence and affluence, and a sincere passion for the mission of the organization.

❖ Using the handout provided, each person write the *names or initials* of at least ten people in your personal or professional network you would recruit right now for the opportunity. (No family members)

Definitions: What's the IDEA?

- ❑ INCLUSION - The ability of the organization to ensure that all social identities are fully integrated into the cultural dynamics, leadership, and decision-making of the board
- ❑ DIVERSITY - The ways in which people differ (social identities) that may affect their *boardroom experience* in terms of performance, motivation, communication, and inclusion
- ❑ EQUITY – Structurally & systemically, the fair and just treatment of all members the board.
- ❑ ACCESS - Giving equitable access to everyone along the continuum of human ability and experience.

WHY?

1. Mission
2. Business
3. Socio-Demographic
4. Equity / Engagement

BoardSource – 2017 Leading With Intent Findings

Since BoardSource began tracking diversity data in 1994, people of color have never represented more than 18% of board membership

27% of boards identify as all white. This compares to 25% in 2015.

65% of chief executives & 45% of board chairs report they are somewhat or extremely dissatisfied with their board's racial and ethnic diversity

Only 25% of boards are placing a high priority on demographics in board recruitment

Koya Leadership Partners– 2019 The Governance Gap Findings

There is a gap between intention and action when it comes to diversity on boards

Boards are *not* taking proactive steps to increase diversity

The lack of effective board recruiting strategies is a significant challenge

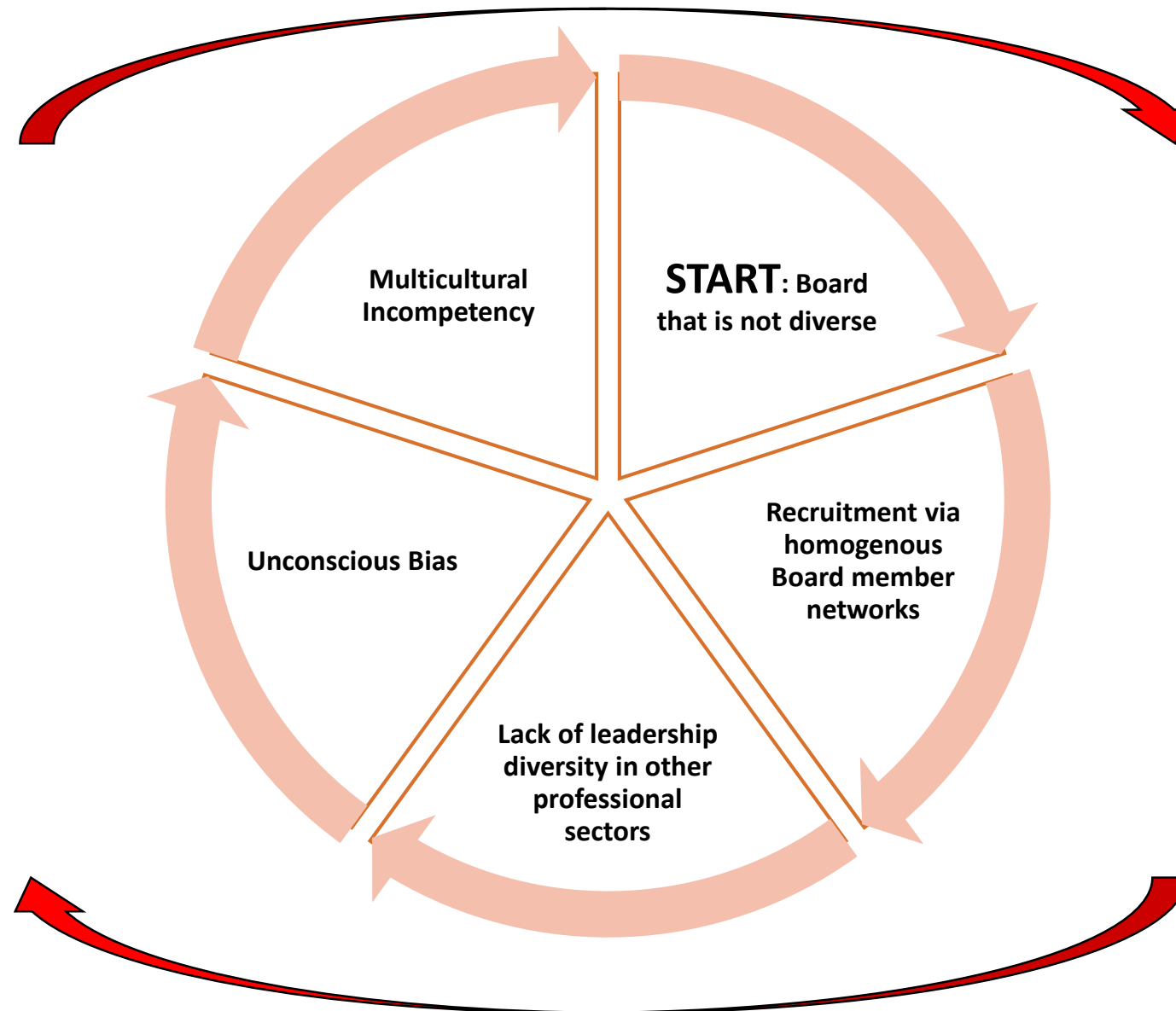
Building Movement Project – 2017 Race to Lead Findings

Few differences in the areas of financial skills, goal setting, articulating a vision, advocacy, and collaboration

POCs less ready to fundraise than whites

POCs frustrated by the stress of being solely called upon to represent a racial/ethnic group

BARRIERS: THE SELF REINFORCING CYCLE



Team Activity: Trusted Ten Pt. II

On the first row of the table, note the following headers:

- ❖ GI (Gender Identity)
- ❖ Race / Ethnicity (R/E)
- ❖ Sexual Orientation (SO)
- ❖ Age (A)
- ❖ Physical Ability/ Mental Ability (PA/MA)

Do you notice any trends about the characteristics of people in your network?

How would these trends affect your recruitment for the board?

Main Idea

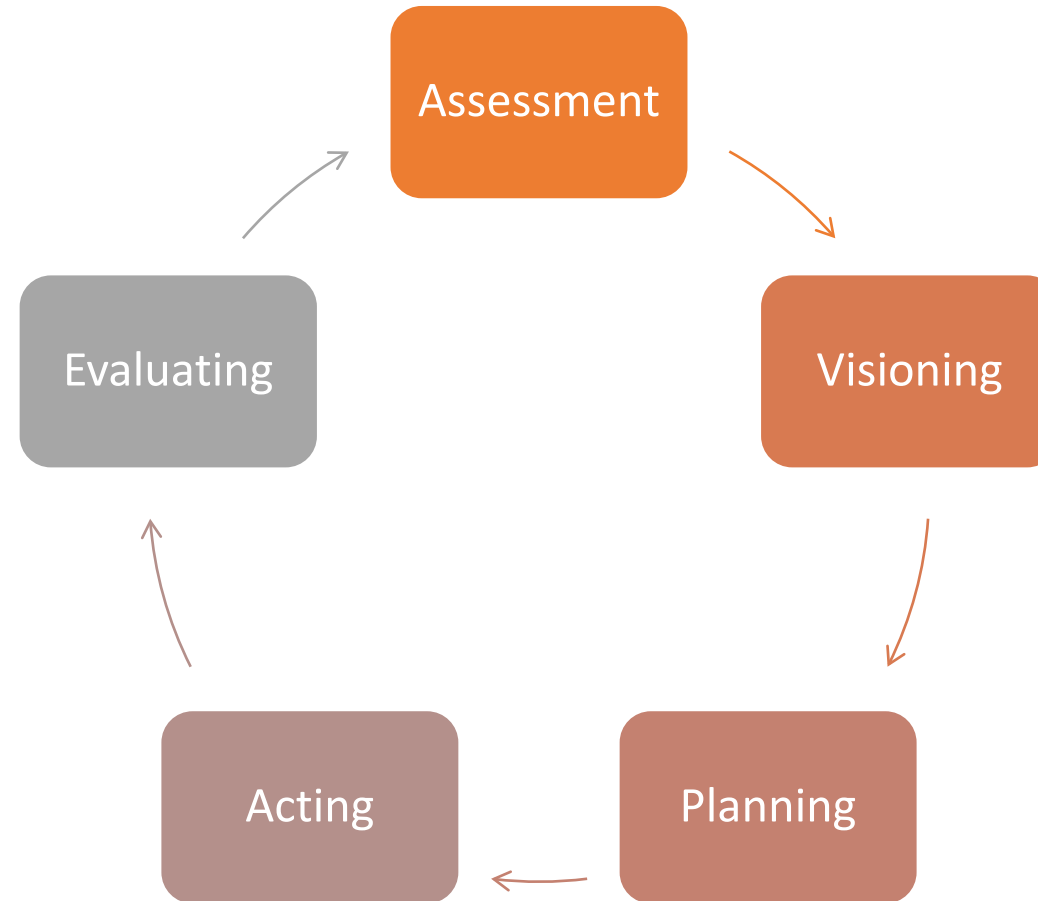
- 1) Board diversity problems are self-reinforcing and the cycle needs to be interrupted
- 2) The solutions need to be intentional, comprehensive, institutional and systemic



Advancing Diversity, Equity, & Inclusion on the Board

Practical Steps & Interventions

Board DEI Change Process



Team activity : Diversity Recruitment Assessment & Discussion

- Complete the assessment individually
- Discuss your responses as a team
- Review the DEI actions and interventions handout and discuss which interventions would be most practical for your board

ADDITIONAL RECOMMENDATIONS

1. Begin conversations with the full board; welcome the “oops” culture
2. Form an equity task force
3. Gather information about the community, the board, and the organization for a case statement
4. Draft a vision statement for your board (where do you want to go?)
5. Consider setting aside time at your board meetings to explore and discuss your case for board diversity
6. Make regular public statements of the organization’s vision and philosophy of DEI
7. Be intentional in planning and action
8. Use the board assessment as a launchpad
9. Consider participating in the Hartford Board Diversity Initiative (Beginning January 2020)

Additional Handouts

- ❑ Dialogue Inhibitors and Enhancers
- ❑ Article: Operationalizing Diversity, Equity, & Inclusion in your Nonprofit
- ❑ Tip Sheet for Candid Conversations about Board Governance
- ❑ Sample Diversity & Inclusion Discussion Agenda

Apply for the Board Diversity Initiative

- ❑ <https://ctmip.org/board-diversity-initiative/>
- ❑ Contact Information:
 - ❑ Jamal Jimerson – Jamal@ctmip.org
 - ❑ Esther Jean-Marie – Esther@ctmip.org
 - ❑ Call: 860.245.1317



DIFFERENT

When You Need Results