



Diversity Recruitment Assessment

<u>Current State</u>	<u>Yes</u>	<u>No</u>
The board has identified barriers that may prevent diverse groups from becoming board members		
The board sets strategic diversity goals in recruitment and measures progress against them		
In our board recruitment process, we actively consult individuals, groups, or organizations that represent culturally diverse people, communities, and organizations		
The Board's leadership provides all candidates with a formal orientation consisting of clear role descriptions that outline expectations, roles and responsibilities, fundraising requirements, and organizational values		
The Board members receive materials pertaining to diversity in the organization, the community, and clients.		
The Board has reward and recognition opportunities to honor members that support the mission, contribute to the community, and promote DEI		
The Board conducts exit surveys and interviews and applies feedback to efforts to recruit and retain diverse members		
The Board offers different ways for members to contribute that values their commitment and input		
All members of the Board receive DEI and cultural competence training		
The Board leverages non-traditional methods of recruitment to identify and recruit candidates		



DEI Actions & Interventions

1. Add a membership drive to your board outreach strategy as a means of increasing the pool of applicants you can draw from for your board
2. Advertise for board members in racial and ethnic specific publications
3. Recruit all year. Build networks in culturally diverse settings. Consider developing a community outreach and engagement strategy.
4. Boardnet USA matches its database of volunteers with nonprofit organizations across the country
5. Train all board members on how to ask for gifts
6. Create a junior board of non-voting members to provide mentorship for future board opportunities
7. Create opportunities on board committees for candidates or board members of color; match candidates with mentors on the board
8. Use local chamber of commerce, other nonprofit boards, trade or fraternal associations, community leadership programs, local colleges/universities, and corporate affinity groups to build the pipeline of future board members
9. Design a clear and transparent nomination and recruitment process
10. Highlight the DEI values of the board and the organization in all communications



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SOLUTIONS