

CALL TO ACTION: How Your Board Can Achieve Diversity, Equity and Inclusion

It's Going to Take Your Whole Board

- Engage the full board in committing to system-wide diversity, equity and inclusion and link board diversity to those larger goals.
- Involve all of your board in a plan to reach a stated board diversity goal.
- Measure progress toward that goal on a regular basis.

Look at Your Board Practices that Can Affect Diversity

- Review current board refreshment policies: are your terms too long? Have you considered term limits? Do you conduct regular board assessments?
- Be clear about the competencies you are seeking in new board members. Use a skills matrix that tracks the competencies you have and reveals your needs; and include gender, racial, ethnic and other elements of diversity.
- Develop pipelines of potential board candidates.

Re-think Your Recruitment Processes

- What networks and sources do you use to identify board candidates? Reach out to diverse people and organizations to develop more inclusive lists and go beyond the C-Suites to find candidates who meet your skill requirements.
- Ensure candidate lists are diverse.
- Use a version of the NFL's Rooney Rule and commit to interview multiple potential candidates who are members of underrepresented populations.

Explore Possibilities for Enhancing Your Board's Ability to Govern

- Consider separating governance and fundraising by forming separate governing and foundation boards, making it easier to have socio-economic as well as other kinds of diversity on your governing board.
- Consider reducing the governing board's size so all members can deliberate and collaborate in making decisions.

Think of Ways to Promote an Inclusive Board Culture

- Welcome and support new members through an onboarding process.
- Encourage all board members to belong to important committees.
- Ensure that your board is a place where all members feel comfortable voicing their ideas and that all voices are heard.

Be Accountable to Your Organization and Stakeholders

- Disclose board membership and composition on websites and in reports, reporting by self-identity factors including gender, race/ethnicity, and LGBTQ+.