

WOMEN'S NONPROFIT LEADERSHIP INITIATIVE

For Hospitals and Healthcare Systems

Model letter to be sent using actual names of those holding these offices: Board Chair, CEO, woman trustee, Chair of Nominating/Governance Committee

Dear (fill in appropriate name and or title):

I'm writing as a concerned *hospital/healthcare system name* (pick one: physician, nurse, employee, former patient, donor) to share a study focused on strategies to improve board diversity, an important pre-requisite to achieving true institution-wide diversity, equity and inclusion. I realize that these are challenging times in healthcare, and I appreciate the fact that trustees must make difficult decisions to insure the institution survives and thrives.

In that spirit, I looked at the composition of the board of trustees and was surprised/troubled to see how few women and people of color are represented, in spite of the increasingly diverse makeup of the staff and patients, who also face the challenges of succeeding in an ever more diverse nation.

Recent national research supports the value of and need for board diversity among healthcare and higher education organizations and offers clear strategies for making change. Based on in-depth interviews with women and men who serve on hospital/health systems as well as university boards, this study reveals the obstacles women and people of color encounter in becoming board candidates and effective board members and provides clear recommendations for change. *Increasing Gender Diversity on the Boards of Nonprofit Eds and Meds: How and Why to Do It* can be found here: <https://www.wnli.org/studies>

I hope you will read it and share it with key trustees, if not the entire board.

Sincerely,

Your Name