



Part Two: Practice Equity Daily > 3. Nurture a diverse, equity-minded board.

BOARD COMPOSITION MATRIX–INDIVIDUAL REFLECTION WORKSHEET

Instructions

1. In the first column, please check all that apply in each category, to the extent that you are willing to share. We'll keep this information on file and only share this data in the aggregate. Purposes for sharing this data include informing board discussions and complying with data requests from funding sources. Thank you for your willingness to participate.

2. In the second column, identify the elements that you think are important to have represented on our board using the following scale

5=Essential

3=Important

1=Nice to Have

3. In the third column, identify the elements that you see as areas for growth for your board, using the following scale

5=High priority

3=Medium priority

1=Low priority

	Self-Assessment	Importance to Board Composition Overall	Areas for Growth
Competencies: Willingness to act, inspire, and mobilize			
Strategic thinker			
Connects leaders to leaders			
Advocates for community			
Future focused			
Steward of brand and trust			
Champions equity and diversity and exemplifies lifelong learning			

Comments: competencies



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BOARD COMPOSITION MATRIX—INDIVIDUAL REFLECTION WORKSHEET, CONT.

	Self-Assessment	Importance to Board Composition Overall	Areas for Growth
Influence: Willingness to connect capital to the organization			
Access to resources and assets			
Access to legislators			
Access to community leaders			
Access to national influencers			
Access to content experts			
Access to diverse people and resources (e.g., experts, influencers, leaders)			
Other			

Comments: competencies



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BOARD COMPOSITION MATRIX–INDIVIDUAL REFLECTION WORKSHEET, CONT.

	Self-Assessment	Importance to Board Composition Overall	Areas for Growth
Skills and Experience: Willingness to contribute skills and knowledge			
Experience			
Business operations (e.g., finance, HR, IT, legal)			
Marketing			
Fundraising			
Policy			
Community engagement/community organizer/labor			
Nonprofit/philanthropy			
Government			
Entrepreneurship			
Diversity and equity practices			



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BOARD COMPOSITION MATRIX–INDIVIDUAL REFLECTION WORKSHEET, CONT.

	Self-Assessment	Importance to Board Composition Overall	Areas for Growth
Skills and Experience: Willingness to contribute skills and knowledge			
Sector			
Faith-based			
Community			
Government			
Political			
Corporate			
Nonprofit/philanthropy			
Education			
Income			
Health			



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BOARD COMPOSITION MATRIX–INDIVIDUAL REFLECTION WORKSHEET, CONT.

	Self-Assessment	Importance to Board Composition Overall	Areas for Growth
Skills and Experience: Willingness to contribute skills and knowledge			
Board tenure			
Less than 1 year			
1–2 years			
3–5 years			
6 or more years			
Other			
LUW specific			
Geographic			
LUW specific			
Other (please describe)			

Comments: skills and experience



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BOARD COMPOSITION MATRIX–INDIVIDUAL REFLECTION WORKSHEET, CONT.

	Self-Assessment	Importance to Board Composition Overall	Areas for Growth
Demographics (please check all that apply or write in how you identify)			
Race/ethnicity			
Asian American, Pacific Islander			
Black, African American			
Latinx, Hispanic			
Middle Eastern, North African, Arab			
Native American, American Indian, Alaskan Native			
White, European American			
Multiracial			
Other (please describe)			



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	Self-Assessment	Importance to Board Composition Overall	Areas for Growth
Demographics (please check all that apply or write in how you identify)			
Gender			
Female			
Male			
Transgender			
Gender non-conforming, gender variant, gender queer			
Other			
Class/socioeconomic status			
Lower income			
Middle income			
Upper income			
Inherited wealth			



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BOARD COMPOSITION MATRIX–INDIVIDUAL REFLECTION WORKSHEET, CONT.

	Self-Assessment	Importance to Board Composition Overall	Areas for Growth
Demographics (please check all that apply or write in how you identify)			
Sexuality/sexual orientation			
Lesbian, gay, bisexual, queer			
Heterosexual			
Other			
Languages spoken			
English			
Spanish			
Chinese			
Other (please describe)			



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BOARD COMPOSITION MATRIX–INDIVIDUAL REFLECTION WORKSHEET, CONT.

	Self-Assessment	Importance to Board Composition Overall	Areas for Growth
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Demographics (please check all that apply or write in how you identify)

Ability/disability

Hearing impairment			
Low vision/blindness			
Mobility impairments			
Cognitive/intellectual impairments			
Other			

Age/generation

18–34			
35–50			
51–65			
66+			

Comments: demographics



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BOARD COMPOSITION MATRIX—GROUP DISCUSSION WORKSHEET, CONT.

Instructions

1. Use the first three columns to record aggregated data from the Individual Reflection Worksheets.
2. Share the aggregated data, ideally before a board discussion so members can reflect on it.
3. Design your board discussion(s) to
 - a. Explore the current composition and individual reflections about the importance of various elements and areas for growth.
 - b. Build agreement on elements of importance for your board composition and priorities for board recruitment.

	COMPILATION OF INDIVIDUAL WORKSHEETS			GROUP AGREEMENTS	
	Self-Assessment	Importance to Board Composition Overall ⁴⁸	Areas for Growth ⁴⁹	Importance to Board Composition	Areas for Growth
Competencies: Willingness to act, inspire, and mobilize					
Strategic thinker					
Connects leaders to leaders					
Advocates for community					
Future focused					
Steward of brand and trust					
Champions equity and diversity and exemplifies lifelong learning					
Comments: competencies					

⁴⁸Scale: 5=Essential; 3=Important; 1=Nice to Have

⁴⁹Scale: 5=High Priority; 3=Medium Priority; 1=Low Priority



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BOARD COMPOSITION MATRIX—GROUP DISCUSSION WORKSHEET, CONT.

	COMPILATION OF INDIVIDUAL WORKSHEETS			GROUP AGREEMENTS	
	Self-Assessment	Importance to Board Composition Overall ⁴⁸	Areas for Growth ⁴⁹	Importance to Board Composition	Areas for Growth
Influence: Willingness to connect capital to the organization					
Access to resources and assets					
Access to legislators					
Access to community leaders					
Access to national influencers					
Access to content experts					
Access to diverse people and resources (e.g., experts, influencers, leaders)					
Other					
Comments: influence					

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BOARD COMPOSITION MATRIX—GROUP DISCUSSION WORKSHEET, CONT.

COMPILATION OF INDIVIDUAL WORKSHEETS

GROUP AGREEMENTS

Self-Assessment

Importance to Board
Composition Overall⁴⁸

Areas for Growth⁴⁹

Importance to
Board Composition

Areas for Growth

Skills and Experience: Willingness to contribute skills and knowledge

Experience

Business operations (e.g., finance, HR, IT, legal)					
Marketing					
Fundraising					
Policy					
Community engagement/ community organizer/labor					
Nonprofit/philanthropy					
Government					
Entrepreneurship					
Diversity and equity practices					

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	Self-Assessment	Importance to Board Composition Overall ⁴⁸	Areas for Growth ⁴⁹	Importance to Board Composition	Areas for Growth
Skills and Experience: Willingness to contribute skills and knowledge					
Sector					
Faith-based					
Community					
Government					
Political					
Corporate					
Issue area					
Education					
Income					
Health					
Board tenure					
Less than 1 year					
1–2 years					
3–5 years					
6 or more years					
Board tenure					
LUW specific					

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Skills and Experience: Willingness to contribute skills and knowledge					
Geographic					
LUW specific					
Other (please describe)					
Comments: skills and experience					
Demographics (please check all that apply or write in how you identify)					
Race/ethnicity					
Asian American, Pacific Islander					
Black, African American					
Latinx, Hispanic					
Middle Eastern, North African, Arab					
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Other					
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Other					

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Demographics (please check all that apply or write in how you identify)					
Languages					
English					
Spanish					
Chinese					
Other (please describe)					
Ability/Disability					
Hearing impairment					
Low vision/blindness					
Mobility impairments					
Cognitive/intellectual impairments					
Other					
Age/generation					
18–34					
35–50					
51–65					
66+					

Comments: demographics

⁴⁸Scale: 5=Essential; 3=Important; 1=Nice to Have

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