



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

CULTIVATING EQUITY-MINDED BOARD MEMBERS

Equity-minded board members are:

- Committed to race, diversity and inclusion as an ongoing priority, not a short-term initiative
- Willing to learn and share about how race, diversity and inclusion matter to them as individuals as well as to the organization
- Able to communicate in ways that reflect the needs of underrepresented segments of the community
- Willing to address these issues as part of their role as a board member, including
 - ▷ Formal assessments of the board and organization’s culture to identify strengths and barriers to inclusion
 - ▷ Action planning to address discriminatory or non-inclusive behaviors and help the board become more diverse and inclusive
 - ▷ Recruitment efforts that engage underrepresented demographics
 - ▷ Build organizational policies that address race, diversity and inclusion
- Consistent in volunteering at events that build their understanding of community perspectives

As you deepen the equity-mindedness of your board members, here are some indicators of progress.

Notes





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CULTIVATING EQUITY-MINDED BOARD MEMBERS, CONT.

BOARD OF DIRECTORS LEVER

	PERSONAL BELIEFS & BEHAVIORS	POLICIES & PROCESSES	DATA
Awake	<ul style="list-style-type: none"> • May not be comfortable discussing issues tied to race at the board level 	<ul style="list-style-type: none"> • Seek individuals from various race backgrounds for board and executive director/CEO positions • Show a commitment, at every level of the organization, to diverse representation and hold the organization accountable for diversity policies and practices 	<ul style="list-style-type: none"> • Have limited understanding about race disparities in the populations served by their organizations
Woke	<ul style="list-style-type: none"> • Create and sustain practices (e.g., shared norms, vision, values, policies) to foster an inclusive environment that encourages and values differing viewpoints in decision-making process 	<ul style="list-style-type: none"> • Have a critical mass of people of color on the board, including in leadership roles • Evaluate board membership requirements that ignore systemic racial inequities and reinforce dominant culture, such as minimum donation amounts and conventionally prestigious backgrounds • Acknowledge and manage power dynamics that exist on the board, and how decision making may be impacted by biases 	<ul style="list-style-type: none"> • Analyze disaggregated data and root causes of race disparities that impact the organization's programs and the populations they serve
Work	<ul style="list-style-type: none"> • Lead internal processes, procedures, and culture to eliminate bias and disparate treatment 	<ul style="list-style-type: none"> • Show a willingness to review personal and organizational oppression, and have the tools to analyze their contribution to structural racism • Commit fully to building a race equity culture and holding the organization accountable for race equity policies and practices • Adapt their missions to engage and empower communities to work with the organization to achieve shared community advancement and benefit 	<ul style="list-style-type: none"> • Hold the executive director/CEO accountable for all measures related to CEO performance on race equity, ensuring financial resources are allocated to support the work



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CULTIVATING EQUITY-MINDED BOARD MEMBERS, CONT.

BOARD OF DIRECTORS LEVER IN PRACTICE

AWAKE

Year Up

Conducted a review of its board member selection process and, based on the outcomes, revamped the composition of the board to include racially diverse alumni from its programs—with the express purpose of providing a unique perspective and skill sets

WOKE

Year Up

Board engaged in its own learning about DEI and the organization created a special task force comprised of board members and staff who reviewed board policies and outlined recommendations for change

WORK

Year Up

Added trainings on diversity and inclusion to the board onboarding process so every board member had the same base level of DEI knowledge. The board's quarterly learning sessions are focused on different diversity topics, including systemic racism and privilege, related to Year Up's work and students served.