



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

## TOOLS FOR A DEEPER DIVE

### [Challenging Assumptions and Practices in Board Diversity](#)

James Irvine Foundation

This article summarizes a conversation among grantee organizations about challenges and opportunities in building board diversity. It also contains a link to a two-hour video conversation on the topic.

### [Engagement Governance for System-wide Decision Making](#)

Judy Freiwirth

This short article looks at how stakeholders beyond the board can share key governance functions like fiduciary responsibility, evaluation and, ultimately, positive community impact.

### [Taking Action on Board Diversity: Five Questions to Get You Started](#)

Board Source

This two-page primer focuses on improving and supporting boards. It starts with data that shows little improvement in board diversity since 1994, despite chief executives seeing it as important. It then offers five elemental questions for you to determine your needs and find the best candidates to meet them.

**In addition to the tools in this toolkit, consult a variety of UWW resources for board development, which will be updated to reflect issues related to race, equity, and inclusion:**

- [Board member onboarding](#)
- [Board member recruitment](#)
- [Board member job description](#)
- [Board member engagement](#)
- [Board meeting management](#)
- [Board meetings – strategies for prioritizing time](#)
- [Board engagement with the community](#)
- [Board governance roles](#)
- [Board composition matrix](#)
- [New Board member criteria](#)
- [Board orientation meeting-basic board responsibilities](#)



See also, tools for a Deeper Dive in the [Organizational Culture](#) and [Workforce](#) sections above.