1. **Diversity Definitions**: Simple definition = DIFFERENCE. What is/are your definitions?

2. **Diversity in Nonprofit Governance**: Do you have diversity language in your strategic plan?

3. **Difference in Nonprofit Governance**: How much difference exists in your current governance structure? (Difference race, class, gender, age, etc.)

4. **Visible and Invisible Diversity**:
   - Being intentional about this work requires dialogue.
   - Do we know what diverse others we intend to reach and why?
   - Inclusive Excellence Framework = DIVERSITY/INCLUSION/EQUITY

5. **Diversity and Demography**: What is the demographic composition of the community/communities we serve? Is this demographic represented in any way within our governing body?

6. **Gap Analysis**: What are your diversity goals based on your definitions and community?
   - Diversity
   - Equity
   - Access
   - Representation
   - Inclusion

7. **Outreach Strategy**:
   - Ethnic Media
   - Networking
   - Business associates tied to diverse communities
   - Volunteers

8. **Making the Business Case**:
   - Diverse perspectives lead to better decision making
   - Legitimizes the mandate of an organization
   - Builds social capital/cohesion among diverse populations
   - Becoming responsive to a community
   - Facilitates fundraising and market reach

9. **Macro vs. Micro**:
   - Committee of the Whole Concerns
     - Board Demography
     - Policy Development
     - By-Law Language
   - Individual/Small Group Concerns
     - Who is responsible for leading diversity efforts?
     - Who will monitor and propose policy changes?
     - Who will identify training needs?
     - Who will identify on-going initiatives?