

DIVERSITY IN NONPROFIT BOARD GOVERNANCE

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February 5, 2013

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:**

<p>Committee of the Whole Concerns</p> <ul style="list-style-type: none">• Board Demography• Policy Development• By-Law Language	vs.	<p>Individual/Small Group Concerns</p> <ul style="list-style-type: none">• 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?
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