

Breaking Down Barriers:

Achieving Real Board Diversity and Inclusion

June 7, 2018

ARTSFUND



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sponsored by The Boeing Company



Rena Henderson Mason

- Board Development
- Strategic Planning
- Executive Coaching
- Training & Facilitation
- Board – Arts Alliance Illinois



rhmason@boldagenda.net

312-961-6060

www.boldagenda.net

Audience Poll

Tell Us About Your Board:

- Diverse but want to improve
- Tried to enhance diversity, but struggling
- Had diversity, but no longer
- Just starting with diversity and inclusion
- No idea what we are doing

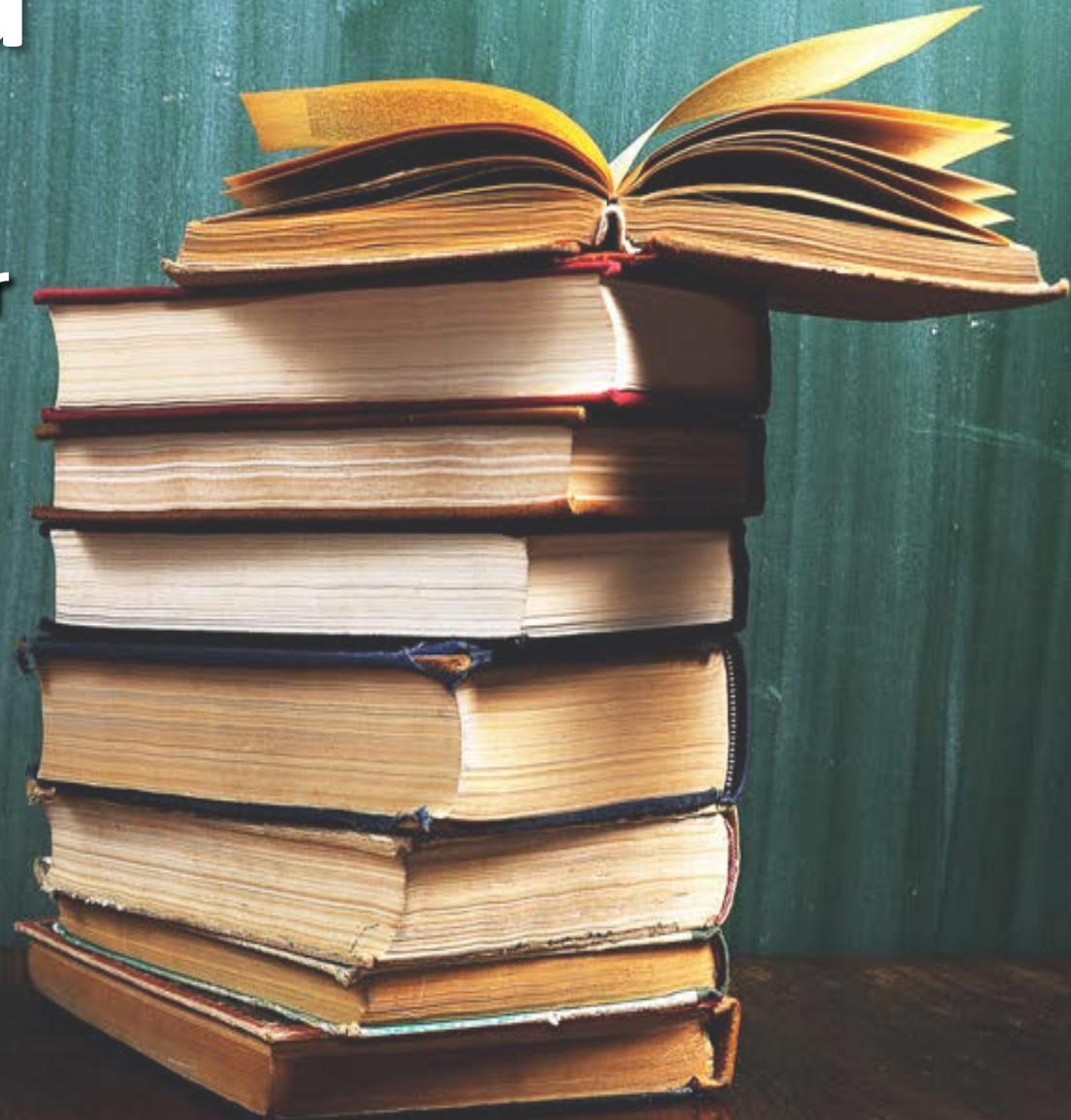
Audience Poll

My board's primary challenge with diversity and inclusion is:

- Attract candidates but have difficulty with retention
- Difficulty with recruiting candidates
- Personality and culture clashes with diverse candidates
- Diversity and inclusion is not a priority
- Funders require that we do something

Agenda

- Why Is It Difficult?
- Understanding Your Barriers
- Breakthrough
- Your Action Plan



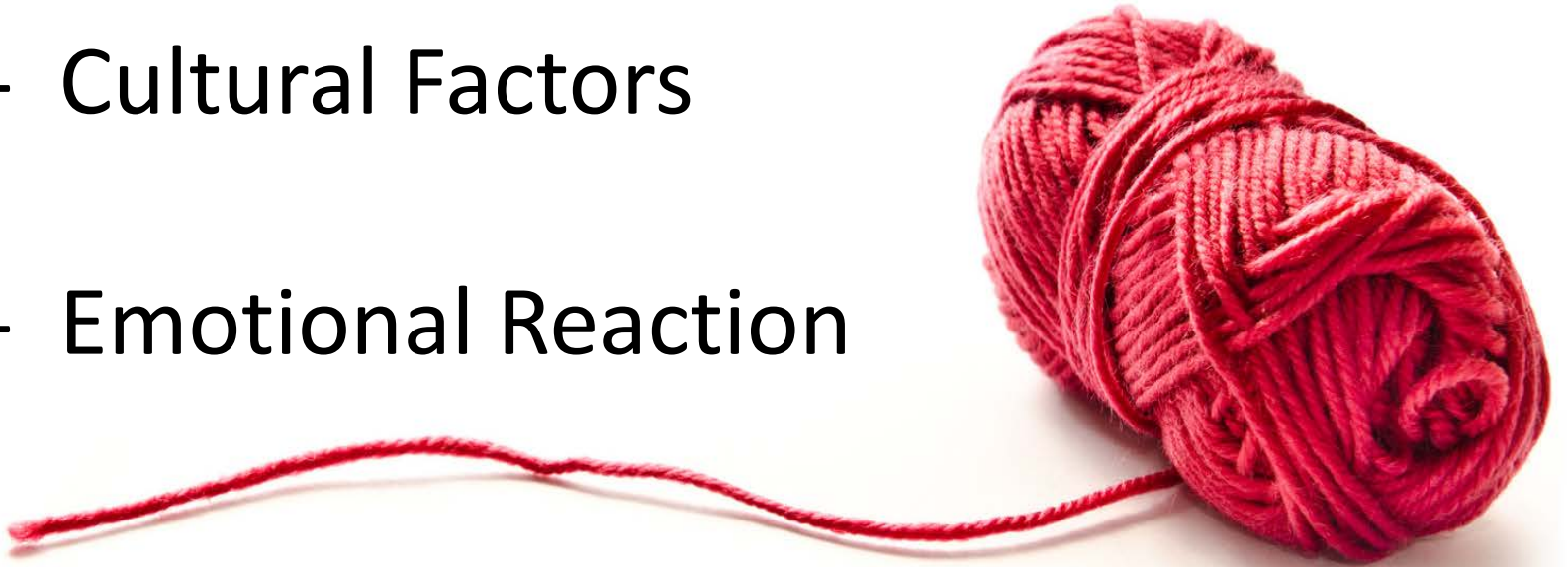
Key Assumptions

Accepted the case for diversity and inclusion on your board

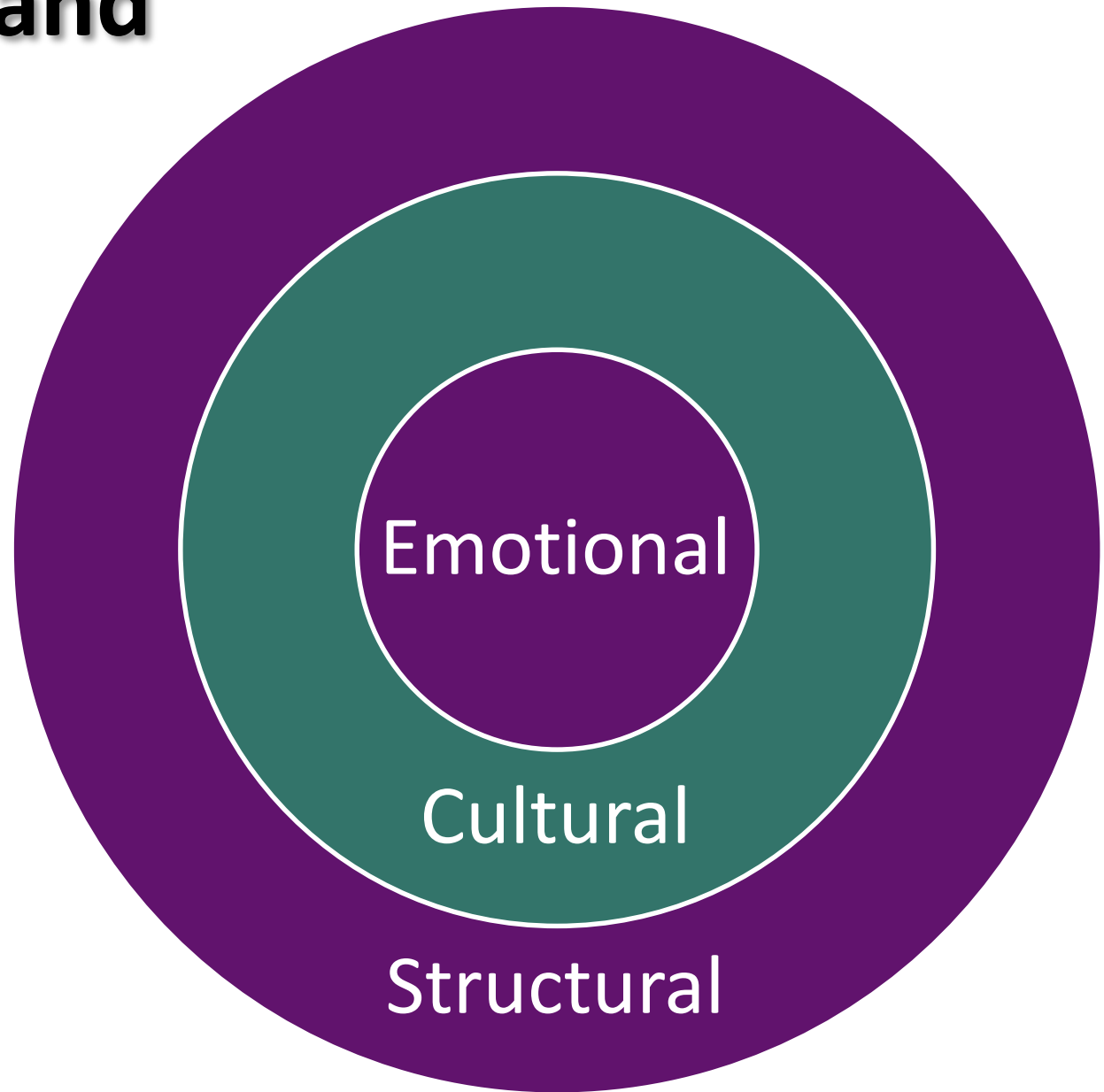
Clear vision of what diversity means for your board

Why Is It Difficult?

- 1 - Organizational Structure
- 2 - Cultural Factors
- 3 - Emotional Reaction



Understand the Barriers



Audience Poll

What's Your Barrier?

- 1 - Organizational Structure
- 2 - Cultural Factors
- 3 - Emotional Reaction
- 4 - All of the Above

Breakthrough the Barriers



Awareness

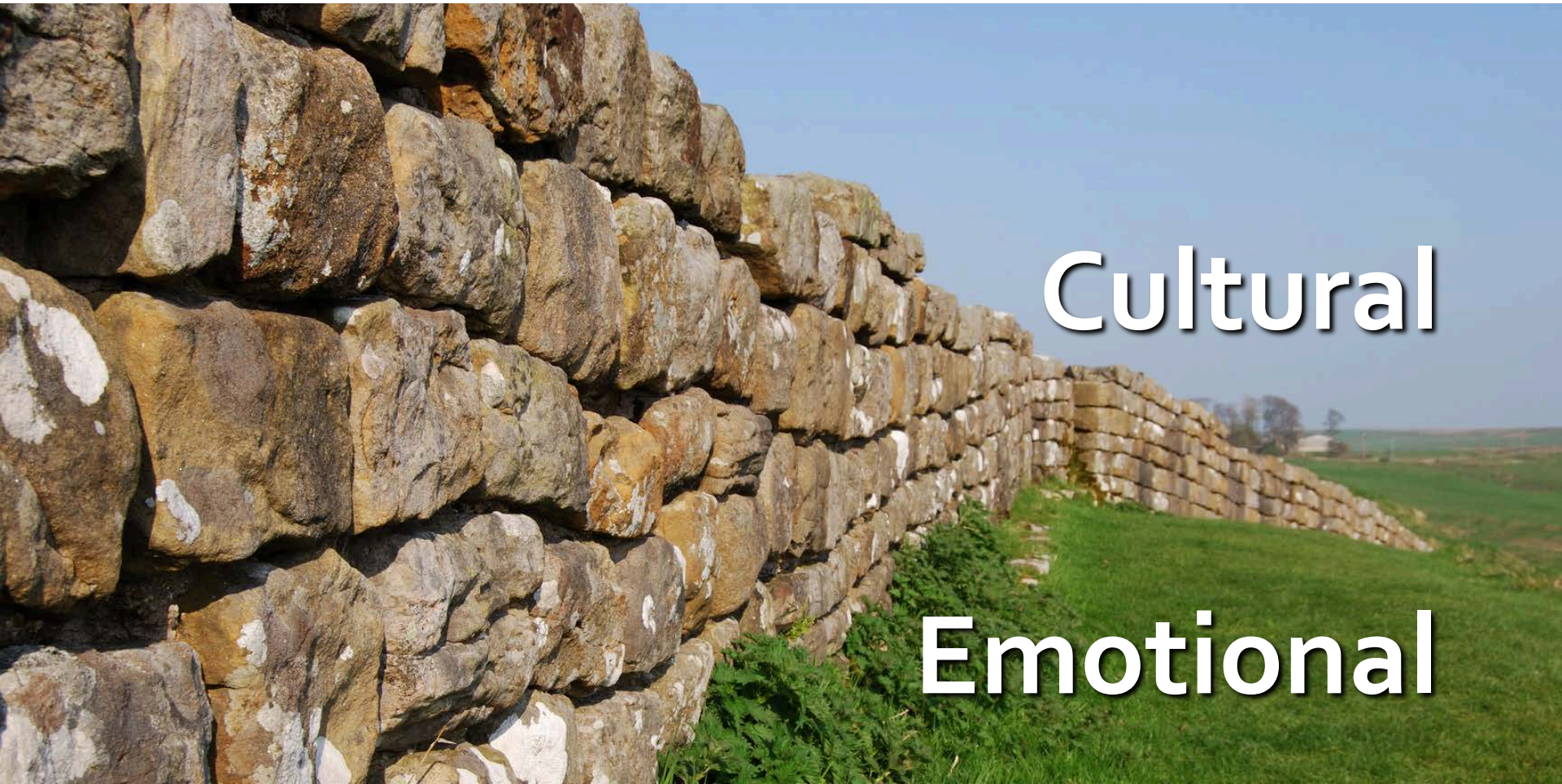
Acceptance

Breakthrough the Barriers



Structural

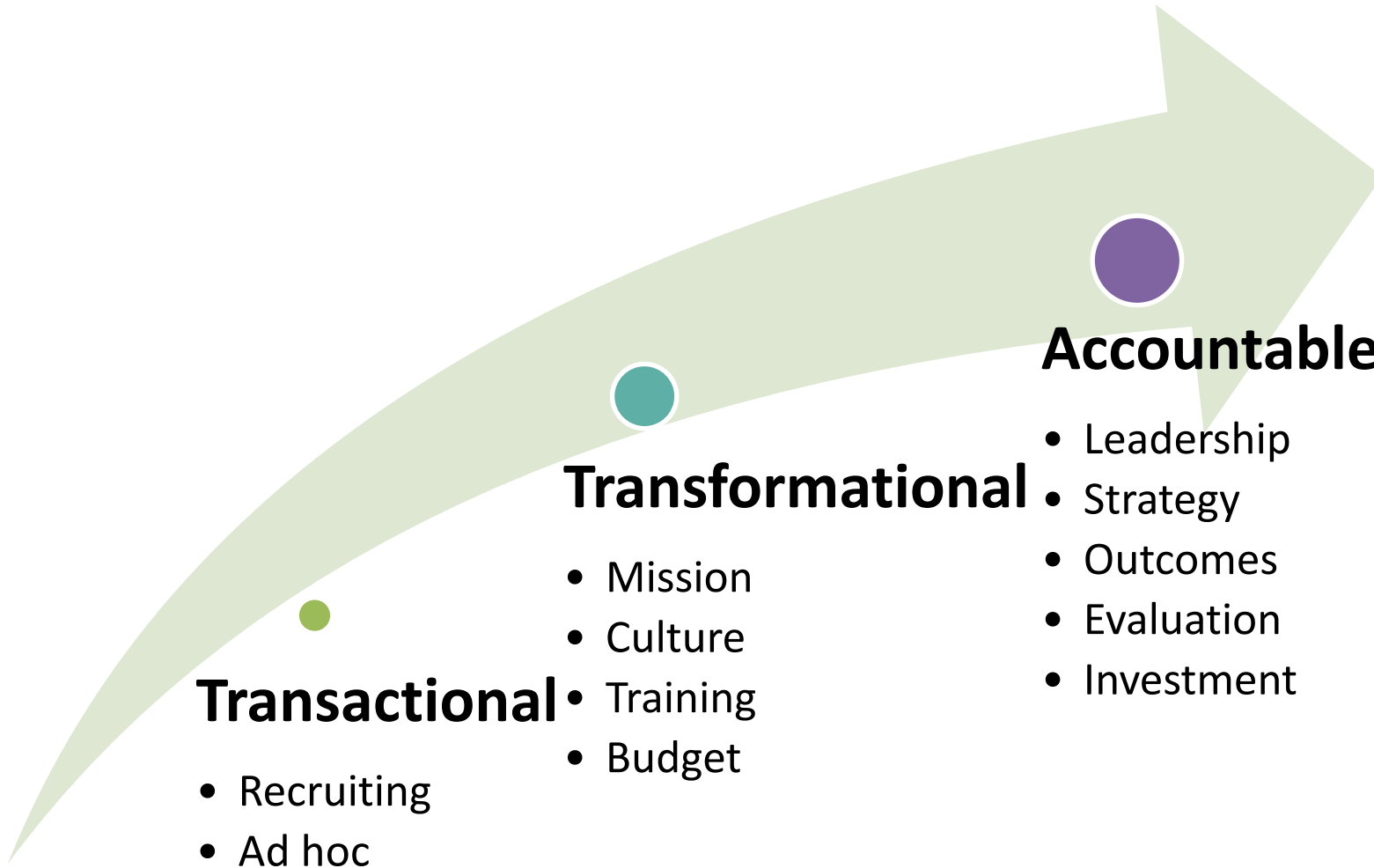
Breakthrough the Barriers



Cultural

Emotional

What Does It Take?



Action Plan

A silver needle with red thread is positioned diagonally across the frame. The needle is inserted into a ball of red yarn. The background is a dark, textured grey.

Who should be involved?

What should be priorities?

How will we know we are successful?

Action Plan



When to start or expand?

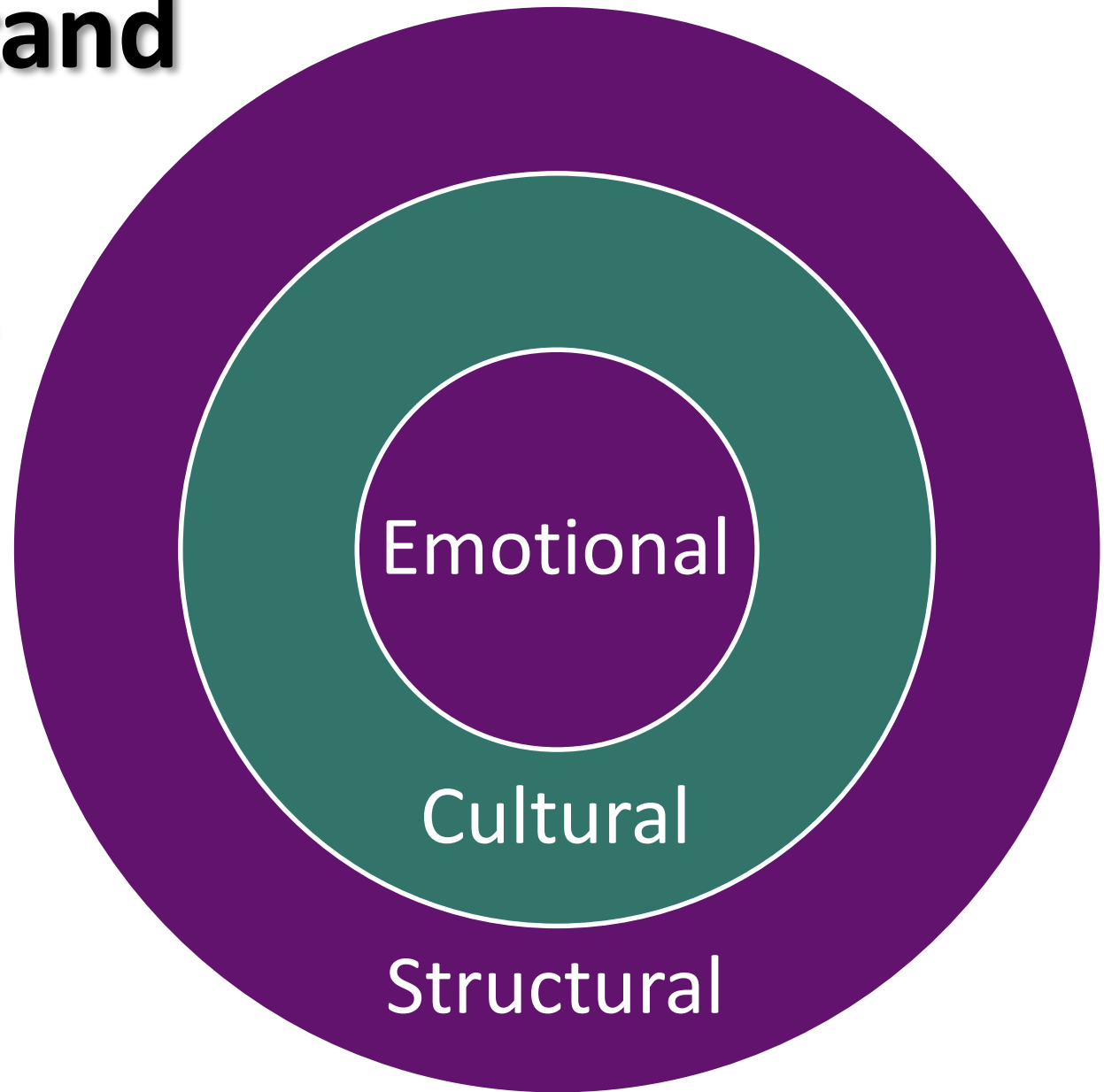
What needs to change?

How long will it take?

What resources need to be allocated?

How do we measure?

Understand the Barriers



Resources

BoardSource:

1. Leading With Intent-2017 National Index of Nonprofit Board Practices
<https://leadingwithintent.org/>

Other:

1. Why Diversity, Inclusion and Equity Matter to Nonprofits
<https://www.councilofnonprofits.org/tools-resources/why-diversity-inclusion-and-equity-matter-nonprofits>
2. The State of Diversity in the Nonprofit Sector
<http://communitywealth.com/the-state-of-diversity-in-the-nonprofit-sector/>
3. Equity in the Center
<http://equityinthecenter.org/>
Awake to Woke to Work: Building A Race Equity Culture
<https://static1.squarespace.com/static/56b910ccb6aa60c971d5f98a/t/5adf3de1352f530132863c37/1524579817415/ProInspire-Equity-in-Center-publication.pdf>
4. Race to Lead
<http://racetolead.org/>
5. Google's Program - How To Undo Unconscious Bias
<https://rework.withgoogle.com/subjects/unbiasing/>
6. 7 Things You Can Do To Improve the Sad Pathetic State of Board Diversity
<http://nonprofitaf.com/2017/09/7-things-you-can-do-to-improve-the-sad-pathetic-state-of-board-diversity/#more-4560>

Recap

Mission-Driven

Leadership

Impact

Journey





Questions?



Rena Henderson Mason



rhmason@boldagenda.net

312-961-6060

www.boldagenda.net

www.linkedin/in/renahendersonmason

www.twitter.com/boldagenda

www.facebook.com/boldagenda