

Board Diversity Initiative - Self-Assessment Toolkit

For each of the statements in the assessment, choose the answer that best describes your organization at the current time. Please answer all questions.

Organization Name: <hr/>

Y = Yes N = No IP = In Progress N/A = Not Applicable

Section 1: Board Commitment - Board is committed internally and even publicly to goals for increasing the diversity of its members to better represent the community or population the organization is working to impact.

1. Organization acknowledges diversity and inclusion as a key priority for its board

Y N IP N/A

2. Organization does long-range strategic planning, with clear goals and values reflecting a high-priority focus on diversity, equity, and inclusion for its board

Y N IP N/A

3. Organization provides cultural competency training for all board members

Y N IP N/A

4. Board has diverse representation in its leadership

Y N IP N/A

5. The Board Chair is responsible for leading the diversity, equity, and inclusion effort

Y N IP N/A

6. The Board has a written statement/policy on diversity, equity, and inclusion regarding board membership

Y N IP N/A

7. The Board evaluates its own diversity, equity, and inclusion efforts

Y	N	IP	N/A
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Section 2: Climate & Culture - Board creates an environment where diverse perspectives are welcomed and heard.

1. Board acknowledges and respects the right of individual members to his or her own cultural customs, beliefs, and practices

Y	N	IP	N/A
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2. Board is responsive to issues of cultural diversity and supports the design of programs and services that reflect its client populations

Y	N	IP	N/A
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3. Board has adopted a strong business case for diversity, equity, and inclusion and aligned its management and business practices accordingly

Y	N	IP	N/A
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4. The mission statement reflects the organization's commitment to serve diverse people competently

Y	N	IP	N/A
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5. Board has established a diversity-sensitive process for resolving conflicts that emerge around race, culture, ethnicity, gender, or other diversity-related issues

Y	N	IP	N/A
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6. Board meetings foster a culture of open communication and transparency, and enables forums for discussion of diversity, equity, and inclusion.

Y	N	IP	N/A
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7. Board has established and empowered a diversity, equity, and inclusion committee

Y	N	IP	N/A
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Section 3: Recruitment - Board actively recruits members that reflect the populations the organization serves; Board infrastructure supports equity

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|---|---|---|----|-----|
| 1. Board identifies barriers that may prevent diverse groups from becoming board members and/or accessing the organizations' services | Y | N | IP | N/A |
| 2. Board sets strategic diversity goals in recruitment and measures progress against them | Y | N | IP | N/A |
| 3. Board actively consults individuals, groups, or organizations that represent culturally diverse people in the board recruitment process | Y | N | IP | N/A |
| 4. Board leadership provides board candidates with clear role descriptions that outline expectations, roles and responsibilities, fundraising requirements, and organizational values | Y | N | IP | N/A |
| 5. Board has established an equal opportunity process for all board candidates | Y | N | IP | N/A |
| 6. Board leverages non-traditional methods of recruitment, including utilization of social media and ethnically diverse media outlets, to identify and recruit candidates | Y | N | IP | N/A |
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Section 5: Policies – Board policies are developed by diverse representatives; diverse constituents are a part of the organization’s evaluation framework

1. Policies are developed by groups composed of community members, staff at all levels, board members, volunteers, and clients who are knowledgeable about diversity, equity, and inclusion issues

Y N IP N/A

2. Policies are developed through consultation with and input from staff, board, and others who reflect the cultural make-up of the client population

Y N IP N/A

3. The organization has policies that incorporate goals of eliminating barriers of accessibility to services and which have been implemented

Y N IP N/A

4. The by-laws mandate that the organization advertises board opportunities in diverse media outlets, and through community information networks or organizations representing diverse people

Y N IP N/A

5. The by-laws mandate that the organization has as clear statement against culturally biased language, behaviors, or practices

Y N IP N/A

6. The by-laws mandate that the organization provides the board, staff, and volunteers, with training to continually examine their own cultural beliefs and attitudes, to respect culturally diverse values, and to understand dynamics involved in cultural diversity and interaction

Y N IP N/A