

L. RE.I.D.S.™ BOARD ASSESSMENT TOOL

Client Organization Name:

RE.I.D.S.™ Coach/Facilitator Name:

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

Y = Yes

N = No

IP = In Progress

N/A = Not Applicable

Section 1: Leadership – Leadership of the board is wholly committed internally and even publicly to goals for increasing the diversity of its board to better represent the community or population the organization is working to impact.

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

Y

N

IP

N/A

2. Leadership facilitates 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. Leadership provides cultural competency training for all board members

Y

N

IP

N/A

4. Leadership has racially and ethnically diverse representation

Y

N

IP

N/A

5. Leadership takes responsibility for leading the diversity, equity, and inclusion effort

Y

N

IP

N/A

Section 2: Culture - Board creates an environment where diverse perspectives are welcomed and heard.

6. 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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7. 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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8. 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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9. The mission statement reflects the organization's commitment to serve diverse people competently

Y	N	IP	N/A
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10. Board has established an equitable 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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11. 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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12. Board has established and empowered a diversity, equity, and inclusion committee

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

13. Board identifies barriers that may prevent diverse groups from becoming board members and/or accessing the organizations' services

Y	N	IP	N/A
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14. Board sets strategic diversity goals in recruitment and measures progress against them

Y	N	IP	N/A
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15. Board actively consults individuals, groups, or organizations that represent culturally diverse people in the board recruitment process

Y	N	IP	N/A
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16. 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
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17. Board has established an equal opportunity process for all board candidates

Y	N	IP	N/A
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18. New members of the board receive a formal orientation

Y	N	IP	N/A
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19. New members of the board receive materials that provide a review of data and client service information pertaining to diversity in the organization as well as in the community

Y	N	IP	N/A
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20. Board has reward and recognition opportunities to honor members that support the mission, contribute to the community, and promote diversity, equity, and inclusion

Y N IP N/A

21. Board actively and regularly measures member satisfaction and acts for continuous improvement

Y N IP N/A

22. Board conducts exit surveys and interviews and applies feedback to efforts to retain diverse members

Y N IP N/A

23. Board offers different ways for members to contribute that values commitment and input

Y N IP N/A

24. All members of the board have access to training activities in the organization that focus on issues relating to cultural competency

Y N IP N/A

25. 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

Section 4: Communications – Board communication strategies are centered on being race-ethnically equitable and inclusive.

26. All board members receive clear, relevant, and timely information about the board and committee discussions, decisions, and actions which affect them

Y N IP N/A

27. The board routinely communicates racial-equity efforts

Y N IP N/A

28. All organization publications are assessed for bias and revised as necessary

Y N IP N/A

29. Board members understand the racial and cultural factors that influence communication

Y N IP N/A

30. Board members can detect and challenge bias in their own written and oral communications and in those of others

Y N IP N/A

31. Meetings are conducted in ways that recognize and value different ways of speaking, thinking, debating, and making decisions.

Y N IP N/A

32. Board members are supported for speaking about racism and racial equity during board meetings

Y N IP N/A

Section 5: Policies – Board policies are developed by diverse representatives; diverse constituents are a part of the organization's evaluation framework

33. 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

34. 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
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35. The organization has policies that incorporate goals of eliminating barriers of accessibility to services and which have been implemented

Y	N	IP	N/A
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36. 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
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37. The by-laws mandate that the organization has as clear statement against culturally biased language, behaviors, or practices

Y	N	IP	N/A
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38. The Board has a written statement/policy on diversity, equity, and inclusion regarding board membership

Y	N	IP	N/A
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39. The Board evaluates its own diversity, equity, and inclusion efforts

Y	N	IP	N/A
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40. 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
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END OF ASSESSMENT