Breaking Down Barriers:
Achieving Real Board Diversity and Inclusion

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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

- Structural
- Cultural
- Emotional
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?

- **Transactional**
  - Recruiting
  - Ad hoc

- **Transformational**
  - Mission
  - Culture
  - Training
  - Budget

- **Accountable**
  - Leadership
  - Strategy
  - Outcomes
  - Evaluation
  - Investment

Source: “How To Get From Transactional To Accountable On Diversity, Equity, And Inclusion”, Kristina Gawrgy Campbell, Equity In The Center, ProInspire
Action Plan

How will we know we are successful?

Who should be involved?

What should be priorities?
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

- Structural
- Cultural
- Emotional
Resources

**BoardSource:**
1. Leading With Intent-2017 National Index of Nonprofit Board Practices
   [https://leadingwithintent.org/](https://leadingwithintent.org/)

**Other:**
1. Why Diversity, Inclusion and Equity Matter to Nonprofits

2. The State of Diversity in the Nonprofit Sector

3. Equity in the Center
   [http://equityinthecenter.org/](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](https://static1.squarespace.com/static/56b910ccb6aa60c971d5f98a/t/5adf3de1352f530132863c37/1524579817415/ProInspire-Equity-in-Center-publication.pdf)

4. Race to Lead

5. Google’s Program - How To Undo Unconscious Bias
   [https://rework.withgoogle.com/subjects/unbiasing/](https://rework.withgoogle.com/subjects/unbiasing/)

6. 7 Things You Can Do To Improve the Sad Pathetic State of Board Diversity
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