

## **Breaking Through Barriers – Achieving Real Board Diversity and Inclusion Action Planning Questions**

### **Vision/Mission/Values**

- How will we know we are successful in 1 year? 3 years? 5 years? 10 years?
- How will our board diversity and inclusion efforts support our mission? help our organization create greater impact?
- How will our board diversity and inclusion efforts be tightly linked to our values?
- How will our board diversity and inclusion efforts help shape the focus, conversation and impact on our discipline? community? region?
- What happens if we are unwilling/unable to make changes?

### **Leadership**

- Are the Board Chair and CEO in full support and leading the charge on greater diversity and inclusion?
- How will the board and CEO be evaluated on achieving diversity and inclusion goals?
- Who else should be involved in leading and supporting this initiative?
  - Who will be our allies? detractors?

### **Strategy**

- How will board diversity and inclusion be tightly linked to our strategic plan?
- What should be our strategic priorities for board diversity and inclusion?
- When should we start planning?
- How do we expand what we are already doing?
- What is the timeline and sequencing of actions?
- What are the challenges to making changes?
- What metrics will we track at the board and staff level?

### **Structure and Processes**

- What specific changes need to occur to the board's governance structure and processes to achieve greater diversity and inclusion?
- How will our recruiting, orientation and evaluation processes need to change?
- How should board meetings change to become more inclusive?

### **Culture**

- How will a focus on greater diversity and inclusion shift the conversation about what the board does?
- How will our board culture need to change to foster greater inclusion?
- How do we embed diversity and inclusion in the board culture?

## Resources

- What kind of ongoing training and orientation will be needed?
- What kind of third-party support will the board need to lead the change on the board and with the board?
- What kind of investment of time and money is needed for our diversity and inclusion efforts to be successful?
- How can we engage new and existing donors, partners and supporters in our diversity and inclusive efforts?

## Your Board's Diversity and Inclusion Action Plan

### 30 Day Goals

- 1.
- 2.
- 3.

### 90 Day Goals

- 1.
- 2.
- 3.

### 6 Month Goals

- 1.
- 2.
- 3.

### One Year Goals

- 1.
- 2.
- 3.