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.