



The webinar will begin shortly..

strengthening the organizations that help our communities succeed

BOARDS IN MOTION

MOVING FROM DIVERSITY TO EQUITY



Presented by Tamiko Ambrose Murray and Kate Pett



TAMIKO AMBROSE MURRAY



AWITSC connects working writers with students, teachers, and community members to foster critical literacy skills, confident imaginations, and equitable relationships.



KATE PETT

Executive Director



Our mission is to implement bold strategies, fund big ideas, and engage the community to increase excellence with equity for all children in our schools.

OVERVIEW

OUTCOMES & AGENDA



TODAY WE WILL



Share common definition of terms



Identify the benefits of an inclusive board



Examine a case study of a board in motion



Apply a tool to analyze your board's culture



Identify beginning action steps to move your board

ASSUMPTIONS AND DEFINITIONS



WHAT ARE OUR OPERATING ASSUMPTIONS?

1

Nonprofits participating today are seeking to make the world a better place to live.

2

There are many different marginalized identities and many different ways to create diversity.

These could include gender, sexuality, religion, ability, age, SES.

3

We are presenting to organizations that seek to address inequities and to work toward social justice.

Race always matters and impacts every issue that might be the focus of your work - housing, healthcare, education, environment, arts access, poverty...

RACE

A social construct created
to benefit white people
while disenfranchising
people of color.



RACIAL

EQUITY

For us, racial equity is achieved when one's access to power, opportunity and positive outcomes are not predetermined by their racial identity.

STRUCTURAL RACISM

A structure of power that disadvantages people of color and over-advantages white people.



PEOPLE OF COLOR



We use this imperfect term to describe
people who are most affected by racism.

DIVERSITY



For us, diversity is a first step to gather people with different racial identities at the table.

People of color assimilate to the existing white culture.

INCLUSION

Each individual is able to bring his or her full self, gifts and skillsets to the table because access is not limited by race. It is on the continuum toward equity but without shared power.



WHY IS CREATING A MORE INCLUSIVE & EQUITABLE BOARD IMPORTANT?



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1

We will be more effective in our work.

2

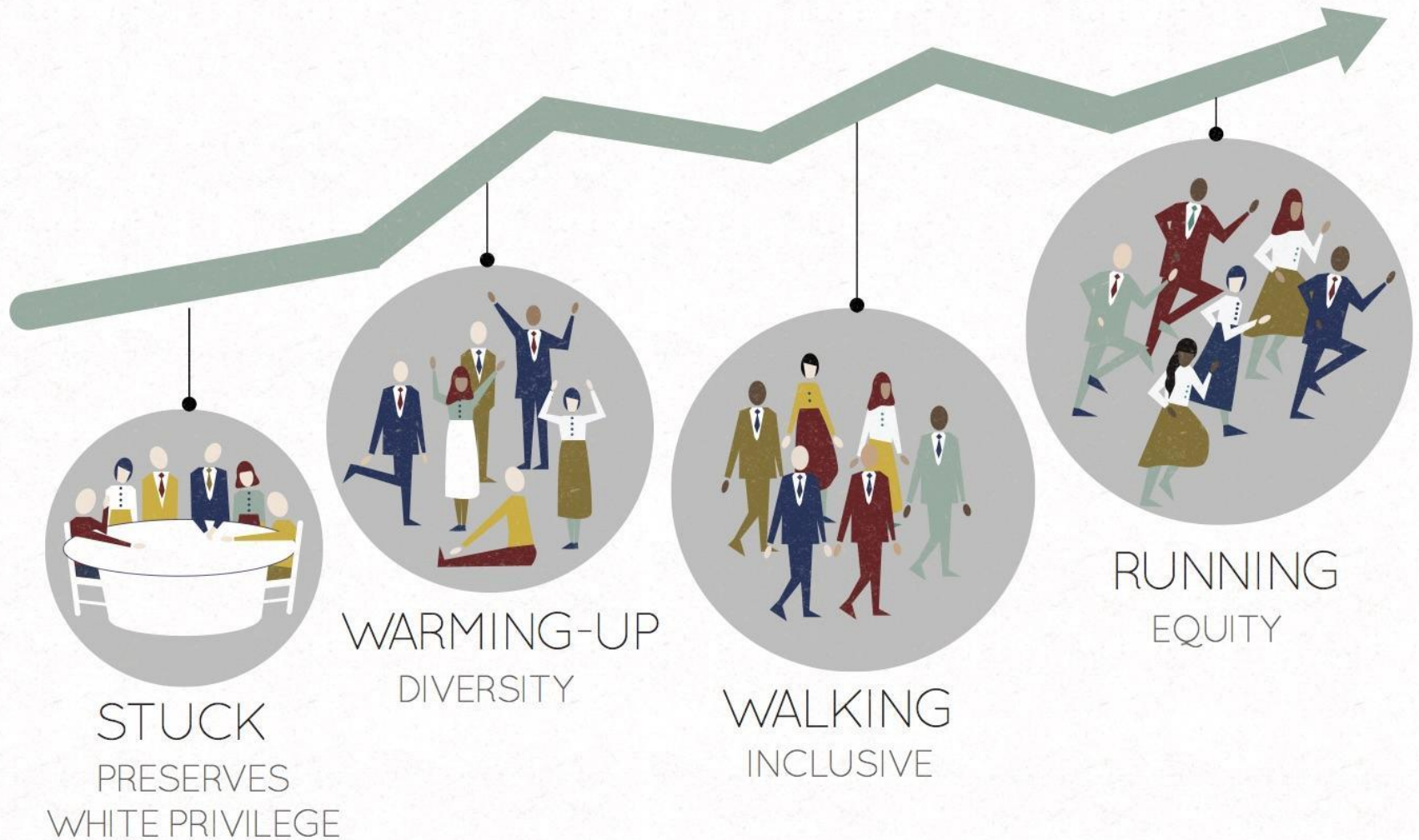
Nonprofits are power brokers.

Ethical responsibility to creating real change and to realize the work we envision.

3

Racial equity lens can be applied throughout our lives.

GRADIENT FOR AN **EQUITABLE BOARD**:



BOARD ELEMENTS



BOARD MEMBERSHIP



COMMITTEE STRUCTURES / POLICIES /
EXPECTATIONS



RESOURCES



MISSION/VISION/IMPACT

ACSF & RACIAL EQUITY

2013

Diversity; first racial equity training

2014

Applying the racial equity lens

2015

Inclusion; changing structure, policies, and culture

2016

Implemented new mission and vision centered on racial equity

STUCK



BOARD MEMBERSHIP

WHITE PEOPLE WITH ACCESS, MONEY, AND POWER

COMMITTEE STRUCTURES, POLICIES, AND EXPECTATIONS

PRIVILEGE WHITE PEOPLE WITH RESOURCES

RESOURCES

GENERATED BY BOARD MEMBERS THROUGH
PERSONAL MEANS/NETWORKS

ALLOCATED WITHOUT INPUT OF POC

MISSION/VISION/IMPACT

CHARITABLE ACTIVITY, OPERATED IN A “HELPER”
ROLE



ACSF

STUCK

WARMING UP



BOARD MEMBERSHIP

DIVERSITY ON THE BOARD, POC AS SPOKESPEOPLE

COMMITTEE STRUCTURES, POLICIES, AND EXPECTATIONS

POC ASSIMILATE TO EXISTING STRUCTURES AND EXPECTATIONS

WHITE PEOPLE RETAIN POWER

RESOURCES

FINANCIAL RESOURCES ARE MOST VALUED BY BOARD

RESOURCES ALLOCATED WITH LIMITED INPUT BY POC

MISSION/VISION/IMPACT

LIMITED CONTRIBUTION BY POC





ACSF

**WARMING
UP**

WALKING



BOARD MEMBERSHIP

DIVERSE PERSPECTIVES AMONG POC INCLUDED;
POC IN LEADERSHIP

COMMITTEE STRUCTURES, POLICIES, AND EXPECTATIONS

OPEN, HONEST DIALOGUE IS VALUED
BARRIERS TO FULL PARTICIPATION OF ALL BOARD
MEMBERS ARE REMOVED
BOARD REGULARLY REFLECTS ON AND IMPROVES
RACIAL EQUITY LENS

RESOURCES

CONTRIBUTIONS VARY IN DOLLARS, TIME, AND
PERSPECTIVES
RACIAL EQUITY LENS APPLIED TO RESOURCE
ALLOCATION

MISSION/VISION/IMPACT

RACIAL EQUITY CENTERED IN MISSION/VISION WORK
BOARD ACTIVELY WORKS TO ADDRESS PRIVILEGE,
POWER, AND RACIAL INEQUITIES





ACSF

WALKING



RUNNING

BOARD MEMBERSHIP

POC ARE SUPPORTED IN LEADERSHIP THROUGHOUT

COMMITTEE STRUCTURES, POLICIES, AND EXPECTATIONS

ACTIVELY UTILIZING SKILLS/GIFTS OF ALL BOARD MEMBERS
CENTERING LEADERSHIP OF PEOPLE MOST IMPACTED BY RACISM
ONGOING EXPLORATION OF ALTERNATIVE BOARD STRUCTURES
ATTENTIVE TO LEADERSHIP BY POC
RACE AND RACISM ARE UNPACKED WITHIN POLICY DECISIONS,
BOARD PRACTICES AND EXPECTATIONS
RACIAL EQUITY STRATEGIES ARE CENTRAL TO THE BOARD'S
AREAS OF WORK

RESOURCES

FUNDRAISING SEPARATED FROM DECISION MAKING
BOARD MEMBERS ACTIVELY SEEK OPPORTUNITIES FOR
INVESTING RESOURCES WITHIN COMMUNITIES MOST IMPACTED
BY RACISM
SUPPORT OF LEADERSHIP AND GROWTH AND OPPORTUNITIES
FOR DEVELOPMENT OF LEADERS OF COLOR

MISSION/VISION/IMPACT

PEOPLE MOST IMPACTED BY STRUCTURAL RACISM DETERMINE
PRIORITIES OF WORK (IE, POC IN LEADERSHIP)
RACIAL EQUITY STRATEGIES AND TRANSFORMATIVE SOCIAL
CHANGE EFFORTS





EXAMPLES OF BOARDS THAT 'RUN'

ACTION STEPS



ACTION STEPS

1

Identify your board's location on the RE gradient

2

Engage in racial equity to learn how it impacts our work and lives

3

Identify low-hanging fruit by analyzing membership/structures/resources/mission

4

Commit to learning more and talking with your board

ACKNOWLEDGEMENTS

ACSF learned from these organizations:



OPENSOURCE LEADERSHIP STRATEGIES, INC.



CRAIG WHITE CONSULTING



CENTER FOR PARTICIPATORY CHANGE (CPC)

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&

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GRADIENT FOR AN **EQUITABLE BOARD**:



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strengthening the organizations that help our communities succeed

