

Diversify Your Board of Directors

A diverse Board of Directors ensures that your agency has new thoughts, insights, and perspectives on any issue evaluated. There will be multiple views on the outcome of any action, guaranteeing various risks are considered before a final decision. Diversifying your Board is essential for a nonprofit's survival in today's ever-changing business landscape.

Diversifying a Board of Directors must be done purposefully. Below are best practice recommendations to assist in the diversifying and maintenance of a strong Board.

Recruitment Process

- Recruit folks with diverse characteristics. If you only rely on your own network, you may end up with candidates who think just like you.
- Consider characteristics such as culture, geography, age, survivorship, stature in the community, and professional knowledge and/or educational experiences.

Interview Process

- Prospective Board members should be interviewed by the Board, Executive Director, and members of the staff.
- Prospective Board members benefit from sitting in on at least one Board meeting to make sure they feel they are a good fit.

Increase Opportunity for Participation

- Financial contribution requirements should not decrease diversification efforts. Financial contributions should be whatever is meaningful for each board member.
- Technology should be used to advertise Board positions and as a resource for conducting meetings.

Training/Mentorship

- Initial training on the role of the Board and Board members, diversity, and privilege should be provided along with **ongoing opportunities**.
- Trainings should include resources from the Anti-Oppression Manual (www.endabusewi.org)
- Mentorship provided by existing members increases confidence and comfort for new members.