**Resources on Diversifying
Your Board of Directors**

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Diversity and inclusion are critical issues for all nonprofit organizations.   It needs to be addressed on all levels for a nonprofit organization from the clients (or survivors that are served by the agency), staff, and the Board of Directors. Diversifying a Board of Directors is not only about having Board members that reflect a variety of skill sets or professions, but it also about reflecting the demographics of the community it serves, in terms of race, ethnicity, gender, age, sexual identity and orientation.   By building a diverse Board of Directors, nonprofit organizations can further build and ensure the accessibility, connection, and accountability to the community and survivors they serve.

Below is a summary of key resources (articles and tools) that addresses inclusion and diversity for a nonprofit Board of Directors.

Articles:

Beyond Political Correctness: Building a Diverse Board (Board Source Article): This article identifies 3 strategies to assist Boards in embracing and integrating diversity and an inclusive environment.
http://www.bridgespan.org/Publications-and-Tools/Hiring-Nonprofit-Leaders/Recruiting-Board-Members/Building-a-Diverse-Board.aspx#.VdZbD8t_YaI

The Inclusive Nonprofit Boardroom: Leveraging the Transformative Potential of Diversity (Nonprofit Quarterly Article: This article addresses the challenges of diversity and inclusion for nonprofit Boards, specifically how Boards can leverage social and functional inclusion to achieve transformative inclusion.
https://nonprofitquarterly.org/2012/12/29/the-inclusive-nonprofit-boardroomleveraging-the-transformative-potential-of-diversity/

Successful Strategies to Diversify Your Board: This newsletter article highlights practical steps that Boards can use to build the diversity of their Board.
http://www.drapergroup.com/wp-content/uploads/CONNECTions-article-Successful-Strategies-to-Diversify-Your-Board.pdf

Diversity Series from Blue Avocado (3 part series on Board Diversity):

- A Fresh Look at Diversity and Boards – Part 1: This edition provides a fresh perspective and approaches on why diversity is important for nonprofit Boards of Directors and to assist Board in discussing and addressing this issue.
  http://www.blueavocado.org/content/fresh-look-diversity-and-boards

- Diversity and the Nonprofit Ecosystem – Part 2: This edition of the 3 part series addresses how diversity is understood by the nonprofit sector as a whole, which includes foundations, nonprofit

consultants, capacity builders, and others within the nonprofit sector. This edition also addresses the importance of organizations of color within the nonprofit sector.
http://www.blueavocado.org/content/diversity-nonprofit-ecosystem-part-2-3-part-diversity-series

- Recruiting for Board Diversity – Part 3: This edition addresses practical strategies, principles, and tips to recruiting new Board members that reflect the diversity of the communities they serve.
http://www.blueavocado.org/content/recruiting-board-diversity-part-3-diversity-series

ReShape Newsletter: Board Development and Diversification: This issue of the ReShape Newsletter included 4 articles that address ways nonprofit organizations in our movement can transform, develop, and diversify their Boards of Directors:
http://resourcesharingproject.org/content/reshape-newsletter-board-development-and-diversification-november-2002

Becoming a More Diverse Nonprofit: Make Your Values Tangible: This article addresses defining diversity as an organizational value and creating an environment (or organizational culture) that integrates the value of diversity for the staff and Board.
http://www.bridgespan.org/Publications-and-Tools/Leadership-Effectiveness/Lead-and-Manage-Well/Becoming-a-More-Diverse-Nonprofit.aspx#.VdZkn8t_YaI

Diversity on Nonprofit Boards (National Council of Nonprofits): This article addresses why diversity is important to nonprofit Boards along with some practical pointers and resources.
https://www.councilofnonprofits.org/tools-resources/diversity-nonprofit-boards

Tools:

Diversity in Action: A BoardSource Toolkit (Free toolkit but requires registration on Board Source's website): This toolkit provides 19 tools designed for Boards of Directors to increase their diversity and adopt inclusive policies and practices to create an organizational culture needed to sustain the nonprofit's commitment to diversity and the community it serves.   The toolkit contains case studies, sample policies and guidelines along with an action plan that can be adapted for your organization.
https://www.boardsource.org/eweb/DynamicPage.aspx?Action=Add&ObjectKeyFrom=1A83491A-9853-4C87-86A4-F7D95601C2E2&WebCode=ProdDetailAdd&DoNotSave=yes&ParentObject=CentralizedOrderEntry&ParentDataObject=Invoice%20Detail&ivd_formkey=69202792-63d7-4ba2-bf4e-a0da41270555&ivd_cst_key=f41a9810-c701-4c1d-a563-2d4a46b762a2&ivd_prc_prd_key=26FA74F1-4BF9-47BF-98F3-EAD6EDFE686F

Your Inclusiveness Guide (The Denver Foundation's Inclusiveness Project):   This website provides a guide or extensive toolkit for nonprofit organizations to develop an "inclusiveness" or diversity initiative for the entire agency (including its Board, staff, and leadership) with the steps and resources highlighted below:
http://www.nonprofitinclusiveness.org/consider-comprehensive-inclusiveness-initiative

- Readiness Exam for Nonprofits:
http://www.nonprofitinclusiveness.org/node/55
- Step 1: Creating Structure:
http://www.nonprofitinclusiveness.org/step-1-creating-structure
- Step 2: Hiring Consultants and Engaging in Training:
http://www.nonprofitinclusiveness.org/step-2-hiring-consultants-and-engaging-training
- Step 3: Making the Case:
http://www.nonprofitinclusiveness.org/step-3-making-case
- Step 4: Gathering Info and Conducting Research:
http://www.nonprofitinclusiveness.org/step-4-gathering-information-and-conducting-research
- Step 5: Creating a Blueprint:
http://www.nonprofitinclusiveness.org/step-5-creating-blueprint

- Step 6: Implementing the Blueprint:
  http://www.nonprofitinclusiveness.org/step-6-implementing-blueprint
- Sample Documents:
  http://www.nonprofitinclusiveness.org/sample-documents
- Next Steps for Your Organization:
  http://www.nonprofitinclusiveness.org/next-steps-your-organization

Other Resources*:*

NSTA Project's Webinar Series and Resources on "Empowering Your Board to Lead: Understanding the Roles and Responsibilities of Your Board of Directors: http://resourcesharingproject.org/empowering-your-board-lead-understanding-roles-and-responsibilities-your-board-directors-webinar