

EMBEDDING DIVERSITY AND INCLUSION INTO AN ORGANIZATION

Diversity and Inclusion: Board Self-Assessment Tool

1. What might an inclusive culture throughout the organization look like?
2. Does it have updated information on the demographics served by the organization it governs?
3. Are the demographics of the community reflected on the Board? In the organization?
4. Does the Board know if its clients' needs are being served?
5. Is the Board's composition limiting its creativity and fundraising ability?
6. Are diversity and inclusion valued by all members of the board?
7. Is there resistance or tension on the Board towards establishing a more diverse and inclusive board and/or organization?
8. Is the governance team on the board the 'right' team to lead change? What makes you sure that it is the 'right' team or that the team isn't up to the task of leading change?
9. What aspects may need to change on the board to create a more diverse and inclusive environment?
10. Are the length of Board member terms a barrier to reaping the gains of diversity and inclusion?
11. What role will the board play?
12. Have board policies, practices, and processes been reviewed to ensure a diversity and inclusion lens?