

**Thriving as a   
Board Chair**

*Facilitated by Steve Lew*

**Session 4: August 7, 2018***Racial Equity: Exploring values, actions & practices at the board level*

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**Race Equity:** *The condition where one’s race identity has no influence on how one fares in society.*

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**Session 4: August 7th, 2018**

**Racial Equity: Exploring Values, Actions, and Practices at the Board Level**

**Today’s Agenda**

**5:30pm**: Check in & Updates from the past month

Getting Grounded: Learning about this topic & sharing our own experiences

Lifting Up Equity: Diversity, Inclusion & Equity

What You Bring as A Board Chair to Support Equitable Practices: Lived experience, social and positional power

Board Cultures

**Break**

Organizational Growth – the Race Equity Cycle

Ways to Move Forward- “Choice Points”

**8:30pm:** Close

**Why is it important for boards to pay attention to equity when building a more diverse board?**

**Dominant culture:** In all sectors, organizational culture is heavily influenced by white men and women and appropriate behavior (what is professional, appropriate) comes from middle class values

**Lived experience:** how you have experienced life based on any of the social privileges of race, gender, class, physical ability, sexual orientation, religion, etc.

**Reflection:**

*How does my lived experience affect how I show up in dominant culture organizational settings?*

*How can my values, learning and experience contribute to creating more equity, inclusion and diversity on my board?*

**Pair Share:** to learn from each other take 5 minutes each to share what you reflected on.  *Choose* what you wish to share.

**Race Equity Culture:** one that is focused on proactively counteracting race inequities inside and outside an organization

-ProInspire, *Awake to Woke to Work*

Examples of the ways that **dominant culture** operates on boards and in organizations:

* Best practices imported from corporation governance and management
* Expertise valued over lived experience
* Efficiency as the goal
* Avoidance of conflict or uncomfortable feelings

What else?

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What behaviors do you see happening at your board meetings? What other examples in board and staff interactions may be reinforcing race inequities and other inequities?

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| **Stages[[1]](#footnote-1)** | **What does this look like for a board?** |
| **AWAKE**  Boards are focused on representation by increasing numbers of racially diverse people |  |
| **WOKE**  Boards are evolving their culture to value all people’s contributions |  |
| **WORK**  Boards are accountable to addressing systemic racism and root causes of inequity, internally and externally |  |

Other readings:

Diversity, Equity and Inclusion Framework, Greenlining Institute report pages 3-5. [DEI Framework.Greenlining](http://greenlining.org/wp-content/uploads/2018/03/DEI-Framework.pdf).org Five Elements of a Thriving Justice Ecosystem: Pursuing Deep Equity [five-elements-of-a-thriving-justice-ecosystem-pursuing-deep-equity](https://nonprofitquarterly.org/2017/04/13/five-elements-of-a-thriving-justice-ecosystem-pursuing-deep-equity/)

**Using Choice Points to Advance Equity [[2]](#footnote-2)**

1. **Identify a Choice Point**: What is one of your points of opportunity to make or influence a decision that may affect equitable outcomes?
2. **Assess Impacts**: What are the impacts of current decisions and actions that may be unintentionally reinforcing bias, barriers or inequities?
3. **Generate Options**: What are some alternative action options that could produce different outcomes? (Try to generate several of them.)
4. **Decide Action**: Which option will generate the most leverage, momentum or gain towards advancing equity and inclusion?
5. **Change Habits**: What reminders or “equity primes” can be structured into you routine practices and protocols to make equity an ongoing priority and habit? What relationships, supports, incentives or accountability measures could help?

*For more resources to address issues of equity and access, visit the Race Forward & Center for Social Inclusion website:* [*www.raceforward.org*](http://www.raceforward.org)

**Peer coaching questions[[3]](#footnote-3):**

* What’s important about making this change?
* What are desired outcomes?
* What behaviors need to be different for the change to be successful?
* Is your heart and mind in the change?
* When have you successfully made a change before?
* What does successful change require from your role as board chair?
* Who else can be a resource in the process?
* Whose voices need to be heard (more/less) in the process and why?
* What committees and full board meeting need to be fully utilized?
* What in the structure needs to change?
* If there was one behavior that is needed more (consistently/frequently/intentionally) what would that be?
* What strengths do you have that can be leveraged for making successful change?

**[[4]](#footnote-4)**

**Notes**

1. From *Awake to Woke to Work: Building a Race Equity Culture*; ProInspire: Equity in the Center. [www.equityinthecenter.org](http://www.equityinthecenter.org) [↑](#footnote-ref-1)
2. © 2012: Terry Keleher, Race Forward. [www.raceforward.org](http://www.raceforward.org) [↑](#footnote-ref-2)
3. CompassPoint coaching, [www.compasspoint.org/coaching](http://www.compasspoint.org/coaching) [↑](#footnote-ref-3)
4. Wheel of Change framework and graphic from <http://stproject.org/strategy/wheel-of-change> [↑](#footnote-ref-4)