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

Kate Pett
Executive Director

Asheville City Schools Foundation
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.
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.
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:

- Stuck
  - Preserves white privilege

- Warming-up
  - Diversity

- Walking
  - Inclusive

- Running
  - Equity
BOARD ELEMENTS

1. BOARD MEMBERSHIP
2. COMMITTEE STRUCTURES / POLICIES / EXPECTATIONS
3. RESOURCES
4. 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
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
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
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)
Q & A
Gradient for an Equitable Board:

- Stuck
  - Preserves white privilege

- Warming-up
  - Diversity

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  - Inclusive

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  - Equity