



**Thought Partner**  
**SOLUTIONS**

## **BOS Board Diversity Info Session (WD)**

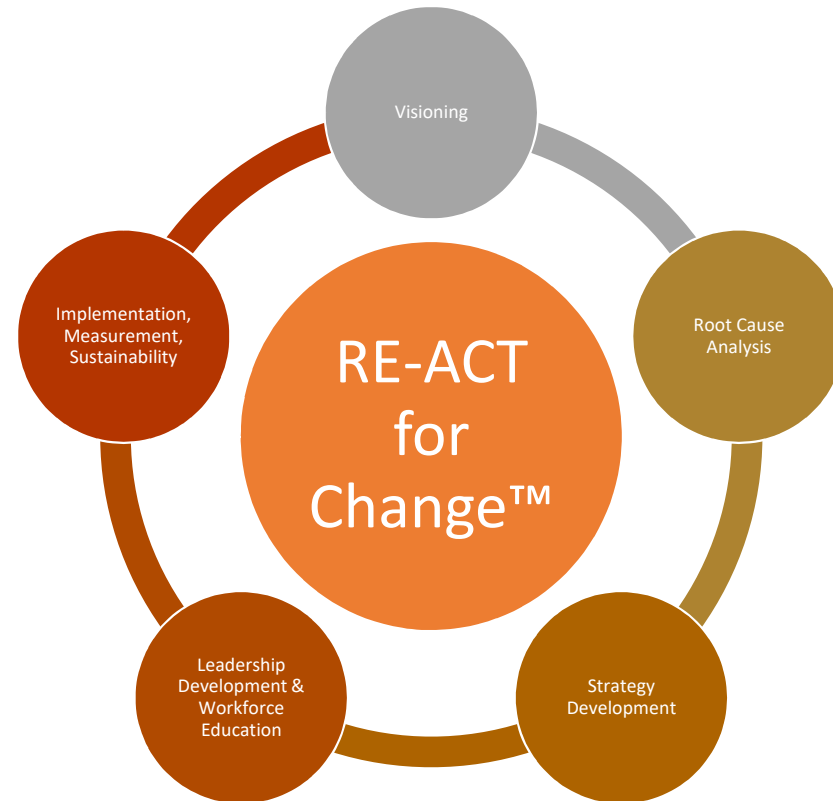
**November 19, 2020**

**Facilitator: Jamal Jimerson, Founder & CEO**

[www.thoughtps.com](http://www.thoughtps.com) | 860.245.1380

# WHO WE ARE

- Established in 2015, Thought Partner Solutions (TPS) is a Black-owned management consulting firm founded by Jamal Jimerson that provides advisory services to public and private organizations with **Race Equity, Diversity, & Inclusion (REDI)** solutions.
- Our purpose is to dismantle institutional racism by providing full-service, customized partnership and solutions that achieve measurable outcomes and sustainable change.
- Our clients include nonprofits, foundations, municipalities, small to midsize businesses, and schools including public K-12, charter, private, and higher education.
- Using our **RE-ACT for CHANGE™ anti-racism framework**, TPS provides:
  - ❖ Racial Equity, Diversity, & Inclusion (REDI) Consulting for Boards
  - ❖ REDI Consulting for Executives, Leadership, Management, and/or Equity Core Teams
  - ❖ REDI Manager & Workforce Development & Education Program



# SESSION AGENDA

- ❑ **Discuss** common Language & Definitions of Key Terms
- ❑ **Explore** the state of nonprofit diversity
- ❑ **Discover** a framework for the BEDI change process
- ❑ **Bridgework:**
  - ❑ **Draft** Equity Statements



# BEDI

**Belonging** - The feeling of securing and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place.

**Equity** - Structurally and systemically, everyone in the organization has *access* to the *opportunities* and the *resources* they need to *thrive*.

**Diversity** - The ways in which people from different demographics experience the workplace differently - that may affect their *organizational experience* in terms of performance, motivation, engagement, communication, and inclusion.

**Inclusion** - The ability of the organization to ensure that all social identities are fully integrated into the cultural dynamics, leadership, and decision-making structures of the organization

# BOARDSOURCE – 2017 LEADING WITH INTENT

**FIG P1** DEMOGRAPHIC PROFILE OF BOARDS AND EXECUTIVES<sup>6</sup>

Race & Ethnicity	Chief Executive	Board Chair	Board Member
Caucasian	90%	90%	84%
African American/Black	4%	5%	8%
Asian	2%	2%	3%
American Indian or Alaska Native	< 1%	1%	1%
Native Hawaiian or Pacific Islander	< 1%	< 1%	< 1%
Two or more races	2%	1%	1%
Other	2%	1%	3%
Hispanic or Latino of any race	3%	3%	5%
Not Hispanic or Latino	97%	97%	95%

Gender	Chief Executive	Board Chair	Board Member
Male	28%	58%	52%
Female	72%	42%	48%
Other	0%	< 1%	< 1%

Age	Chief Executive	Board Chair	Board Member
65 or older	13%	29%	16%
50 to 64	56%	43%	41%
40 to 49	20%	17%	26%
Under 40	11%	11%	17%

27 percent of all organizations that responded reported that their boards have zero people of color on the board.

# PROBLEM #1: DIVERSITY EFFORTS

- Board Diversity levels have remained unchanged since 1994
- 65% of chief executives and 45% of board chairs are dissatisfied with their board's racial and ethnic composition
- The 25% of boards that are making progress with diversity are placing a high priority on demographics in recruitment HOWEVER...
- Changing board practices does not rank as a top three priority for most boards
- Diversity ALONE is not enough. Inclusion and Equity are *MORE IMPORTANT*.

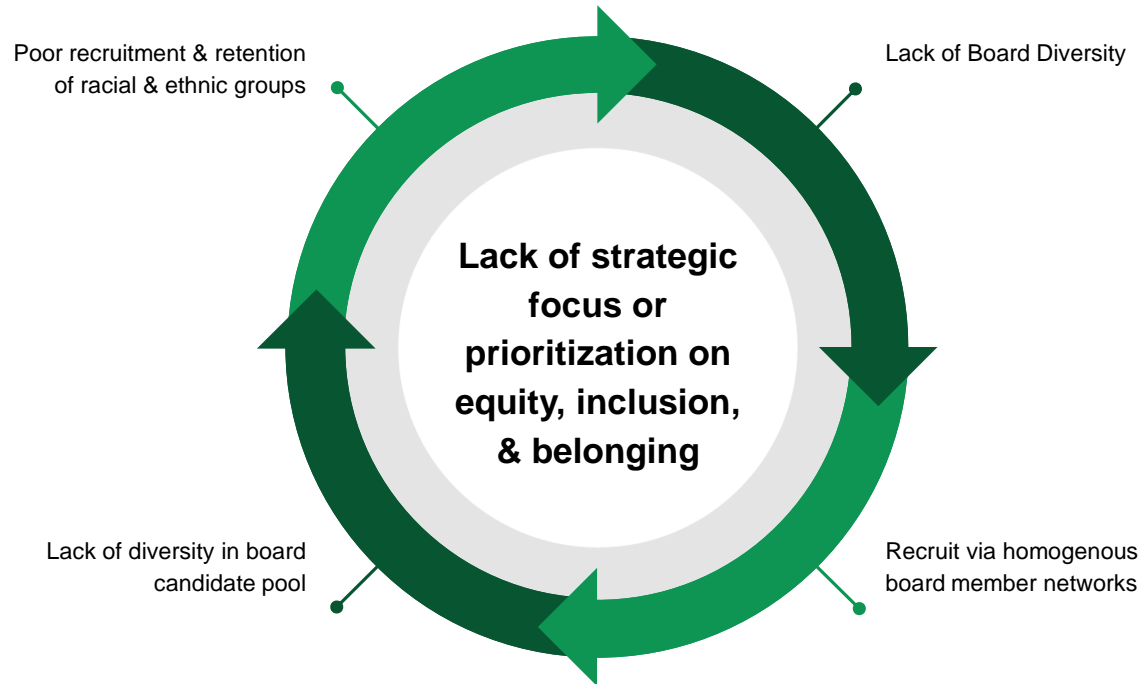


## PROBLEM #2: TOKENISM, BIAS, & RACIST IDEAS

Racial Equity Acknowledgement, Commitment, & Transformation™



# PROBLEM #3: SELF REINFORCING CYCLE



Racist Ideology + Structurally Racist Practices





# SOLUTIONS

1. Boards must be willing to **acknowledge** the history and magnitude of systemic and institutional racism; **how** it manifests within our nonprofit board rooms and organizations; and **why** it continues to exist in our organizations

2. Boards must **commit** to address issues of power and control by embracing diversity, sharing power, changing policies,

3. Boards must **transform** by challenging their bias, expand their perspectives about diversity, and make meaningful and sustainable changes to their attitudes, culture, and structure.

Get More Diversity on Boards

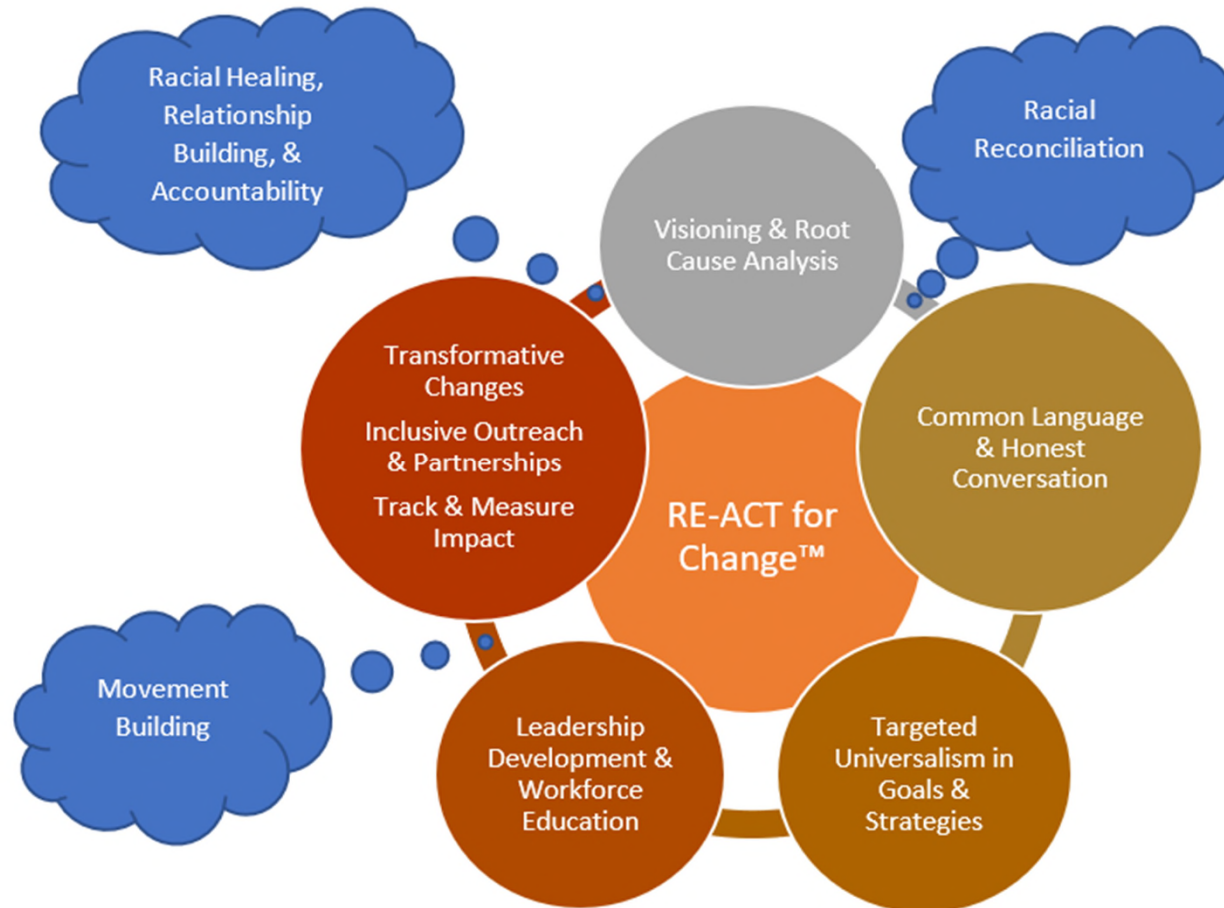


# BREAKOUT #1

1. Does our board and our organization share common values about BEDI?
2. What risks are we willing to take to operationalize our BEDI values?
3. Is our organization ready to examine our culture, policies, practices, and partnerships to see if they are reinforcing inequities?



# RE-ACT FOR CHANGE™ FRAMEWORK



# RE-ACT FOR CHANGE™ BOARD PROCESS

Racial Equity Acknowledgement, Commitment, & Transformation™

## Form BEDI Cmte.

1. Collaborative of formal and informal leaders in the organization
2. 5-6 members - diverse across race, ethnicity, gender identity, ability, sexual orientation, and other traits
3. Diverse across departments, teams, and levels of organizational power

## Acknowledgement

1. Developing a common language
2. Assess and analyze the current board
3. Engage in conversations about racism, culture, and power within the board and organization

## Commitment

1. Crafting a vision for change
2. Prioritizing
3. Strategizing
4. Action Planning

## Transformation

1. Crafting board and organizational policies that address the roots of structural and systemic racism
2. Increasing the board's competency about race and racism
3. Changes in identification, nomination, and recruitment of racial & ethnic groups



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# BOARD SELF ASSESSMENT

- Engages board members and executive leaders in thinking about and discussing how the board can be more effective in advancing DEI
- Assesses current state and readiness for organizational change
- Helps identify where the current gaps lie within the governance structure in terms of cultural competency and how the board should proceed in order to put DEI on the agenda
- May also help to secure resources from funders to engage in this work
- Use the results as springboards to develop goals and take further action steps



## BREAKOUT #2

1. How do our board policies, practices, and culture align with the values of diversity, equity, and inclusion?
2. What are our organizational strengths, and opportunities for improvement in the process of change?
3. What ideas do we have about how to operationalize diversity, equity, & inclusion?



# NEXT STEPS...



Form a BEDI  
Committee



Articulate  
and Adopt  
a BEDI  
Statement

# BRIDGEWORK: DRAFT A BEDI STATEMENT

## BEDI Statement

- Acknowledges** that inequity is institutionalized
- Expresses** a clear commitment to truthful, interpersonal dialogue that encourages actions to address inequity
- Discusses** transformative actions that board, leadership, management, and all staff will make to achieve BEDI goals





# ADDITIONAL SUPPORT

**AWAKE** to  
**WOKE** to  
**WORK:**  
Building  
a Race  
Equity Culture



Equity in the Center

A project of  Prolnspire

2019

RE.I.D.S.™ Toolkit for  
Advancing Board  
Diversity, Equity, &  
Inclusion

FOR PARTICIPATING ORGANIZATIONS OF MIP'S BOARD DIVERSITY INITIATIVE

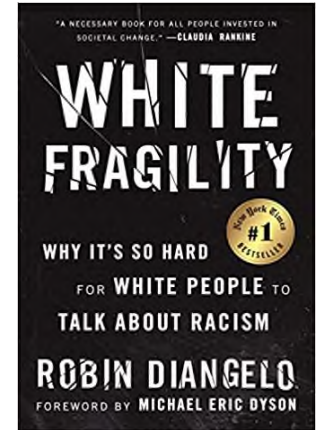
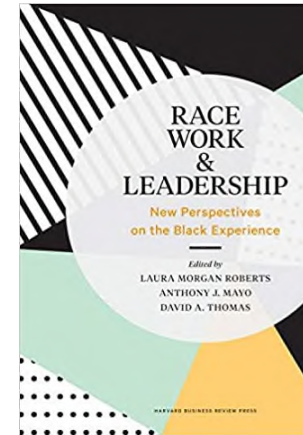
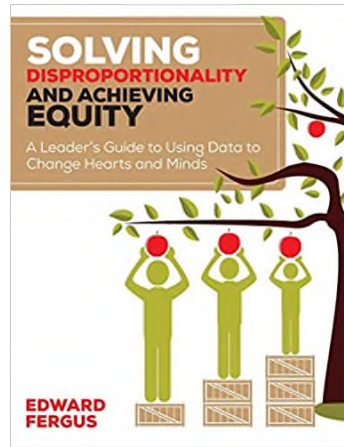
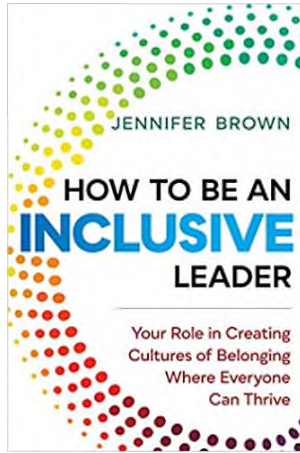
MINORITY INCLUSION PROJECT | 1131 Tolland Turnpike Ste. O, Manchester CT 06042



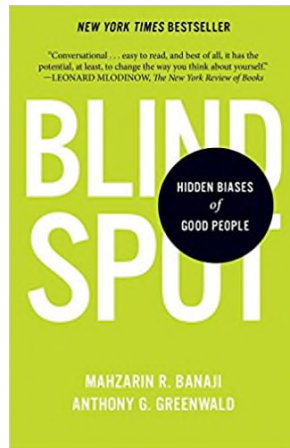
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# WHAT WE'RE READING...

Board  
Members &  
Executive  
Leaders



Managers &  
Core Staff





# DIFFERENT

When You Need Results