

Board Discussion Topics

Is our organization's reputation being negatively (or positively) impacted by our board's current composition vis-à-vis diversity?

If someone were to make assumptions about our organizational values based on our board composition, what would they be likely to think?

How well are we cultivating a deeper understanding of the community or communities that we serve and bringing their perspectives, needs, feedback, and priorities into our strategic boardroom discussions?

Are we ever at risk of making decisions without fully understanding how these decisions may affect those we serve?

What are the "monuments" that have been "erected and honored" historically in our organization?

- Are they standing in our way?
- What are the practices, policies, procedures, values, and cultural norms that have been "immovable," that have been in place for too long – or perhaps never should have existed at all?

Are there issues that our board has consciously avoided discussing, issues our board has yet to "acknowledge, understand, and reconcile"?
Are they holding us (and the audience we serve) back from a better future?

In the future, if someone asks us "What did you do?" in 2020 in response to racial inequity, what do we hope to be able to say?