

Approaches to Diversity

<p>Board Polices Addressing Inclusion</p>	<ul style="list-style-type: none"> • Creating board polices related to recruitment and retention based on such differences as race, ethnicity, physical ability, sexual orientation, and/or gender. • Printed board polices related to discrimination and anti-oppression.
<p>Practices to Enhance Inclusion</p>	<ul style="list-style-type: none"> • Including diversity considerations during board self-assessments. • Incorporating issues of diversity in the board’s work plans and strategic plans. • Attempting to reflect the demographic characteristics of clients, community, or members in the composition of the board. • Making the “business case for diversity” and communicating it to build support for diversity.
<p>Recruitment Practices to Attract Diversity</p>	<ul style="list-style-type: none"> • Advertising for board members in ethno-specific publications. • Partnering with ethnocultural organizations to make them aware of available positions and to help identify qualified candidates. • Building links to services that search for or match organizations with qualified board members.
<p>Board Structure</p>	<ul style="list-style-type: none"> • Creating a diversity committee tasked with making the board more inclusive. • Using board committees as a training context for members of diverse communities so they are well prepared to join the board.

Source: [The Inclusive Nonprofit Boardroom: Leveraging the Transformative Potential of Diversity](#) by Patricia Bradshaw, PhD, and Christopher Fredette, PhD (2012)