

Inclusion Starts With I

Immediate

Make a conscious effort to identify your own bias and adjust your behaviors to create an inclusive environment

Point out when others are demonstrating bias behavior

Stand up for others when they are being excluded, ignored, or not taken seriously

Distribute meeting materials and discussion points ahead of time to give everyone an opportunity to feel prepared

Be conscious of including remote workers in conversations

Give credit where credit is due - accurately acknowledge contributions

Immediate w/ Preparation

Clearly explain rules and expectations so that everyone has an opportunity to participate fully and comfortably

Don't ignore differences - Get to know and regularly acknowledge everyone's unique qualities and talents. Show your board the advantages of leveraging each other's diversity to produce high-quality, innovative outcomes and solutions

Create an environment where board members are expected to do great things and are trusted with the opportunity to do so by providing opportunities to work outside of defined role

Focus on the process, recognizing hard work, dedication, and successful collaboration

Foster a collaborative environment by providing opportunities to work together in groups with specific goals assigned.

Long-Term

Align mission and strategic vision with inclusive environment

Be intentional in your efforts to diversify board, leadership, staff, and volunteers

Establish measurable diversity and inclusive goals, define metrics, communicate the goals to your board and track success and goal achievement

Provide opportunities for others to utilize their unique talents by removing barriers in board structure and processes that hinder creativity and innovation