

Equitable Board Recruitment and Engagement



It is important to answer this question as you continue to evolve on your journey of equitable board recruitment and engagement: *Why do you care about this topic?*

Common Answers include (and are not limited to):

- We need new board members
 - Our board is not diverse
 - We care about equity, but don't know how to recruit diverse board members
 - We're feeling pressure from funders
 - Current board composition doesn't reflect our vision and values
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Six Questions for Your Organizational and Board Leadership to Reflect on:

- Have your board members had a **conversation about the WHY** for diverse, equitable board recruitment?
 - Have you filled out a board matrix and had a conversation about **who is at the table and who is missing**, in terms of identity markers?
 - Have you **built trust among board members** to have hard conversations about differences and inequity?
 - Are board leaders **ready to shift the balance of power** or allow others to lead?
 - Are you casting a wide net and **going outside the usual networks** to identify people with adverse backgrounds to serve on your board?
 - Does your board have a **full understanding of the community served**?
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Resources

[Practicing Equitable Board Recruitment](#)

[Diverse, Inclusive, and Equitable Boards](#)

[14 Ways to Recruit for Board Diversity](#)