

DEI Working Vocabulary

Fill in the blanks:

Diversity benefits boards and organizations in substantial ways by adding new and fresh perspectives in _____, bringing _____ new thinking, and extending the _____ of organizational networks.

List the key words to know:

1: _____

2: _____

3: _____

4: _____

5: _____

6: _____



This is just the beginning of developing your DEI working vocabulary. Add to it as you encounter new terms in conversations, current events, news stories, professional development, and lived experiences.

Applying an Equity Lens to Your Mission, Vision, Values

Complete the definition for equity lens.

An equity lens is a process for analyzing the _____

When viewing your organization through an equity lens, what are the strengths, weaknesses, threats, and opportunities?

Strengths

Weaknesses

Threats

Opportunities

DEI Policy & DEI Statement

Fill in the blanks.

DEI policies and procedures should be carefully crafted with a full appreciation of the values of _____, _____, and _____ and supportive practices.



Remember to include action-oriented statements in your DEI policy and procedures. For specific verbiage, reference the suggestions within this module and lesson.

Using what you've learned, begin to craft or update a DEI statement for your organization:



Keep in mind, your DEI statement should:

- *Translate your values and demonstrate your pledge to a diverse, inclusive and equitable organization.*
- *Be perceived as credible by internal (staff, board, donors, volunteers) and external (communities served, general public) stakeholders.*
- *Include three areas: 1) your values related to diversity, 2) your experiences working with diverse populations, and 3) your future plans related to inclusivity.*
- *Set the tone for valuing inclusion and differences and seek out opportunities for growth.*
- *Use short sentences that include positive words to encourage constructive attitudes and behavior, written in first person. First person personal pronouns include, we, us, our, and ours.*

DEI Best Practices

Give the details for each best practice outlined in this module and consider how you might take these back to your organization:

Best Practice	Details
Integrity	
Conduct an audit to discover your baseline	
Create and reinforce a sense of belonging for all stakeholders	
Take advantage of board member differences as learning opportunities	
Cultivate best practices and best fit	
Listen to many diverse voices and resist defending your agency's DEI track record	



When identifying your DEI best practices, it will depend on your organization's goals and objectives, your quality of communication and trust, and the challenges and opportunities within your organization's culture.

Business Case For Nonprofit Board Diversity

List 6 reasons why nonprofit board diversity is beneficial:

- 1: _____
- 2: _____
- 3: _____
- 4: _____
- 5: _____
- 6: _____



Leadership in all sectors, reflective of varied life experiences and of the community they represent, can better identify resources, establish collaborative partnerships, and optimally advocate for their respective mission.

Explore these key questions as you develop your DEI business case.

What strategic leadership is needed to advance DEI?

Governance is about providing strategic leadership to a nonprofit and includes the functions of setting direction, making policy, strategy decisions, overseeing and monitoring organizational performance, and ensuring overall accountability.

What governance policies are needed to advance DEI?

Governing boards are responsible for setting policy for management, assigning oversight of the policy to Board Committees and delegating the responsibility for implementation of the policy to an Executive Director.

Does your board reflect the full diversity of the communities?

Remember diversity refers to the wide range of identities including race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives & values. This question entails not only the current board make-up but the pipeline also.

Does your board welcome and engage diverse members?

Board diversity is more than optics or the appearance of diversity. The value and efforts of inclusion is what connects diverse board members with the communities and interests they represent. An inclusive board culture welcomes and celebrates differences and ensures that all board members are equally engaged and equitably invested, sharing power and responsibility for the organization's mission and the board's work.