

How Organizations Create Culture

Fill in the blanks:

Organizational culture often forms organically through the cumulative _____ of employees and leadership. Organizational culture can also be affected by _____
_____.



Assessments of current internal cultural norms and principles will assist you, the Board, and nonprofit leadership in determining pathways to advancing DEI.

Identifying Key Practices for Inclusion and Belonging

List the 7 key practices:

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

Onboarding & Mentoring

Fill in the blanks:

Both onboarding and mentoring provide opportunities to _____ individuals and advance leadership development by providing specific guidance in the routines, systems, behaviors and beliefs that your nonprofit uses to instill and cultivate _____ and _____ spaces.



Leaders who understand the need to identify and recruit Board members, management teams, and staff with diverse backgrounds and skills set the stage for advancing DEI. By center-staging the nonprofit's values of a culture of equity and belonging, leaders will more likely select candidates who will embrace these beliefs and thrive in the open and authentic environment.

Board Member Orientation

Key components of orienting new Board members regarding roles and responsibilities while also providing for inclusive practices can include:

- Nonprofit's statement of mission, vision, and values
- DEI statements
- Board member job description and expectations
- Board member agreements
- Board roster and list of committees, their charters, and who serves on them
- Bios of current board members and key staff
- Calendar of meetings for the year ahead
- Bylaws and certificate of incorporation

Board Member Orientation

Documents that are more representative of governance functioning can be distributed to be reviewed at a second orientation, at the first board meeting with new members, or through the mentor program:

- Policies (or board resolutions) relating to the board's role to review the CEO/executive director's compensation
- Annual report or other document that lists the donors/grantmakers that support the nonprofit
- Recent financial reports and audited financials
- Whistleblower policy
- Conflict of interest policy and questionnaire
- Board travel reimbursement policy and form to use to request reimbursement

Celebrating Differences

Fill in the blanks:

Appreciating diversity adds value to your nonprofit by focusing on the positive _____ and _____ of all stakeholders. Fear of difference generates negative assumptions, stereotypes, and prejudices of others and impedes the expression of the maximum potential of all. Fear of difference impacts the ability to embrace new perspectives and harness the passion and energy of all stakeholders around your nonprofit's mission and goals. Viewing your work through an _____ lens, opens the possibilities of relevant teams that reflect the diversity of your service communities, engages all in an innovative nonprofit culture, and addresses systemic inequities."



By sharing stories and perspectives, we are able to build relationships and organizational cultures that connect our passions and work in concert with supporting your nonprofit's mission and goals and all levels of engagement.