




Organization XYZ

Diversity Assessment SAMPLE Report August 2016

Answer	Bar	Response
Executive Director/Chief Executive		1
Board Chair		1
Board Member		9
Other		0
Total		11

Participation Statistics: 11 surveys distributed / 11 surveys completed / 100% response rate

1. Please select the statement that best describes the phase of development your board/executive committee is in relative to diversity and inclusion.

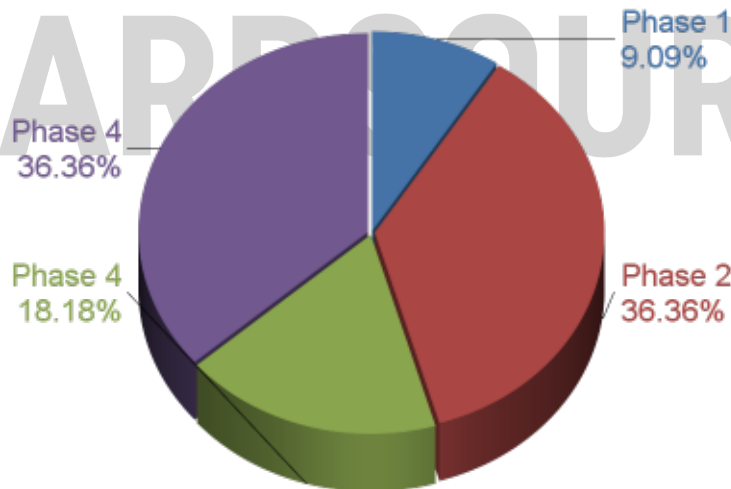
Phase 1: The board has not specifically addressed or incorporated issues of diversity and inclusion into its practices.

Phase 2: The board has begun to assess its cultural competency in order to better understand and incorporate practices that are more inclusive.

Phase 3: The board has modified many of its practices and, although there is more work to be done, has made a full commitment to being more culturally competent in all aspects of the board's practices.

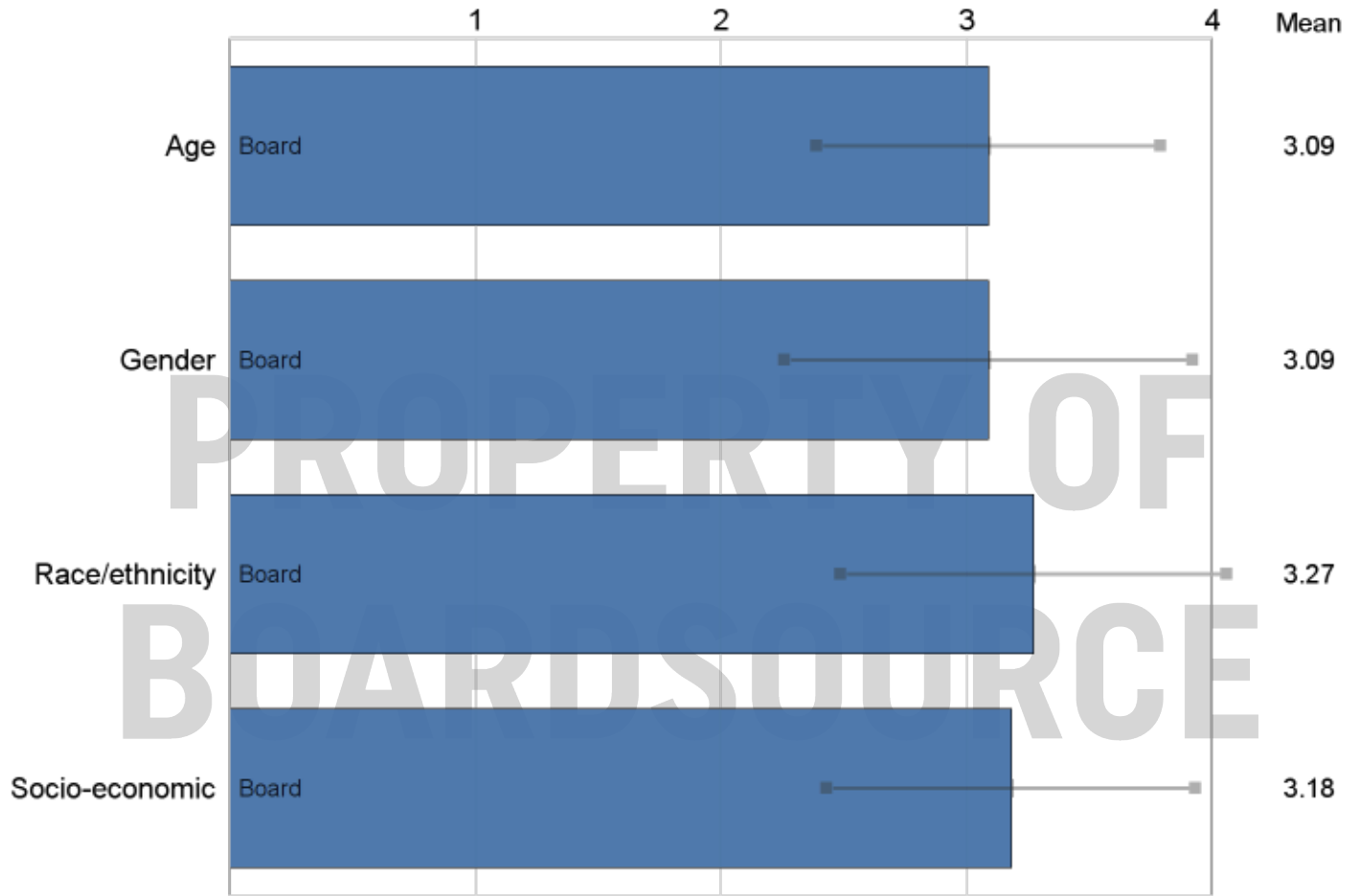
Phase 4: The board views diversity management and the development of cultural competencies as a continuous process. It has developed inclusive practices that capitalize on the diversity of its members to advance the mission of the organization.

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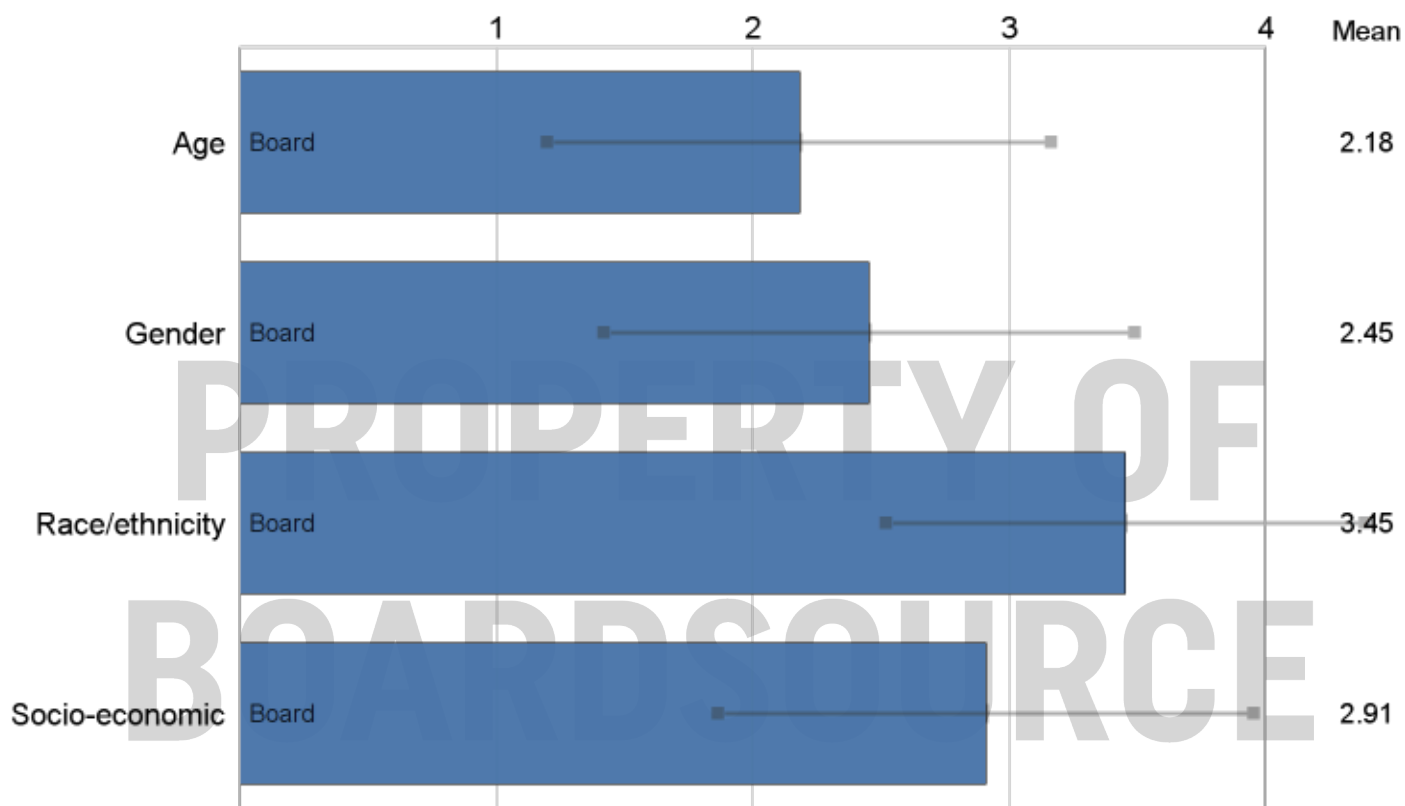
Answer	Bar	Response	%
OV_1_Phase_1	<div style="width: 9.09%;"></div>	1	9.09%
OV_1_Phase_2	<div style="width: 36.36%;"></div>	4	36.36%
OV_1_Phase_3	<div style="width: 18.18%;"></div>	2	18.18%
OV_1_Phase_4	<div style="width: 36.36%;"></div>	4	36.36%
Total		11	100.00%

2. How satisfied are you with your board/executive committee's current level of diversity in these areas?



Question	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	Response	Average Value
Age	-	18.18%	54.55%	27.27%	11	3.09
Gender	-	27.27%	36.36%	36.36%	11	3.09
Race/ethnicity	-	18.18%	36.36%	45.45%	11	3.27
Socio-economic	-	18.18%	45.45%	36.36%	11	3.18

3. During the recruitment process, what priority does the board/executive committee place on increasing its diversity related to each of the following:



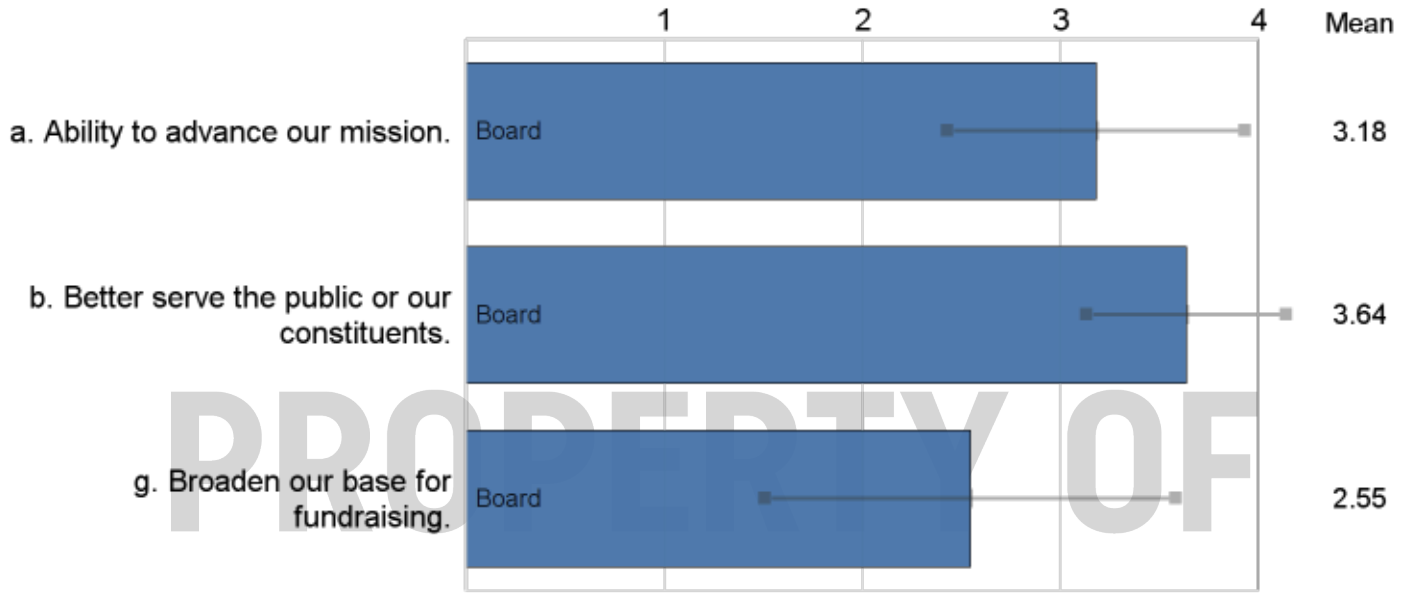
Question	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	Response	Average Value
Age	27.27%	36.36%	27.27%	9.09%	11	2.18
Gender	18.18%	36.36%	27.27%	18.18%	11	2.45
Race/ethnicity	9.09%	-	27.27%	63.64%	11	3.45
Socio-economic	18.18%	-	54.55%	27.27%	11	2.91

4. To what extent do you feel expanding diversity on your board/executive committee would increase your organization's ability to advance its mission?



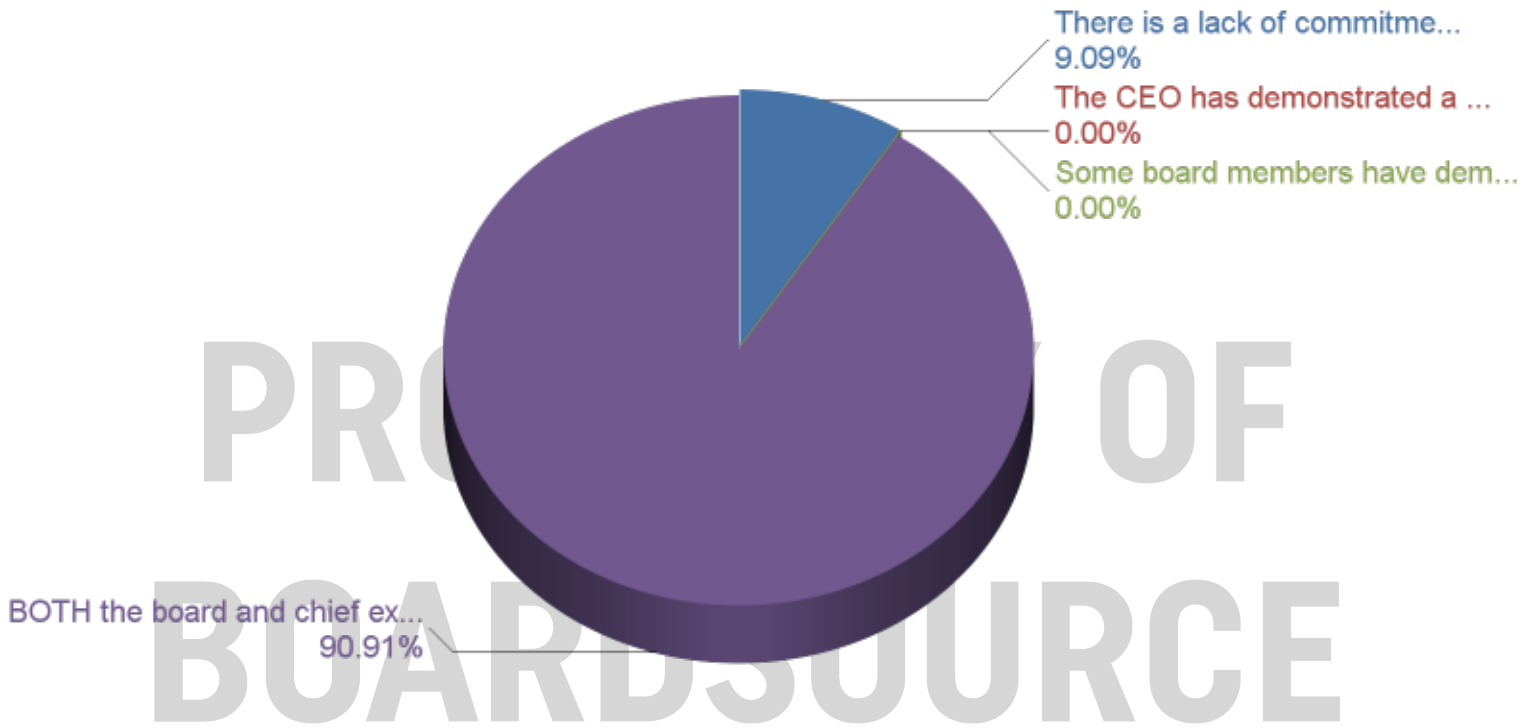
Question	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	Response	Average Value
Age	9.09%	18.18%	63.64%	9.09%	11	2.73
Gender	9.09%	27.27%	45.45%	18.18%	11	2.73
Race/ethnicity	9.09%	-	72.73%	18.18%	11	3.00
Socio-economic	9.09%	18.18%	54.55%	18.18%	11	2.82

1. To what extent do you believe it will benefit your organization in the following areas if more inclusive practices are adopted?



Question	Not Important	Small Extent	Some Extent	Great Extent	Response	Average Value
a. Ability to advance our mission.	-	18.18%	45.45%	36.36%	11	3.18
b. Better serve the public or our constituents.	-	-	36.36%	63.64%	11	3.64
g. Broaden our base for fundraising.	18.18%	27.27%	36.36%	18.18%	11	2.55

1. Which statement best describes the current commitment to diversity, inclusion, and equity.

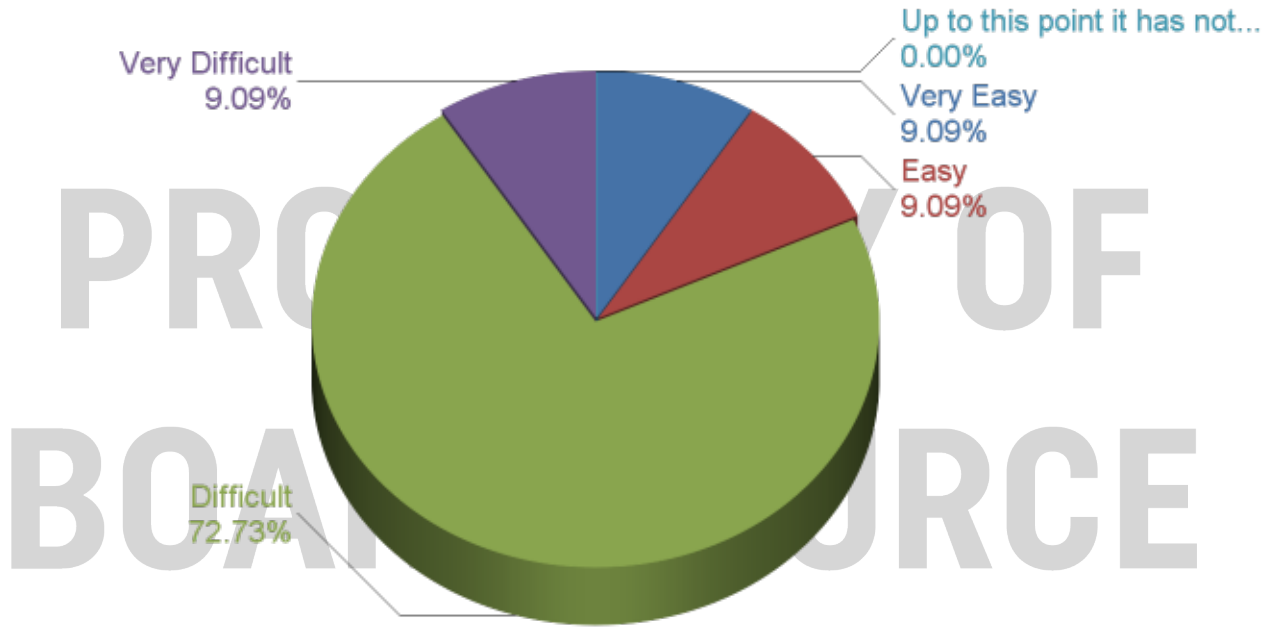


Answer	Bar	Response	%
There is a lack of commitment by BOTH the board and chief executive about diversity.	<div style="width: 9.09%;"></div>	1	9.09%
The CEO has demonstrated a commitment to diversity, but the board's commitment is lagging.	<div style="width: 0.00%;"></div>	0	0.00%
Some board members have demonstrated a commitment to diversity, but the CEO's commitment is lagging.	<div style="width: 0.00%;"></div>	0	0.00%
BOTH the board and chief executive have demonstrated a commitment to diversity.	<div style="width: 90.91%;"></div>	10	90.91%
Total		11	100.00%

2. To what extent has the following occurred with your board or executive committee?

Question	Not Started	Small Extent	Some Extent	Great Extent	Response	Average Value
a. The board has defined and agreed on what it means to be a culturally competent board.	30.00%	20.00%	20.00%	30.00%	10	2.50
b. The board has identified ways to increase cultural competency at the board level.	9.09%	36.36%	36.36%	18.18%	11	2.64
m. I believe embracing and maximizing diversity will unleash innovation and creativity for the organization.	-	-	45.45%	54.55%	11	3.55

1. How easy or difficult has it been to expand the diversity of your board/executive committee?



Answer	Bar	Response	%
Very Easy	<div style="width: 9.09%;"></div>	1	9.09%
Easy	<div style="width: 9.09%;"></div>	1	9.09%
Difficult	<div style="width: 72.73%;"></div>	8	72.73%
Very Difficult	<div style="width: 9.09%;"></div>	1	9.09%
Up to this point it has not been a priority to expand the diversity of the board.		0	0.00%
Total		11	100.00%

2. To what extent has your board/executive committee done the following?

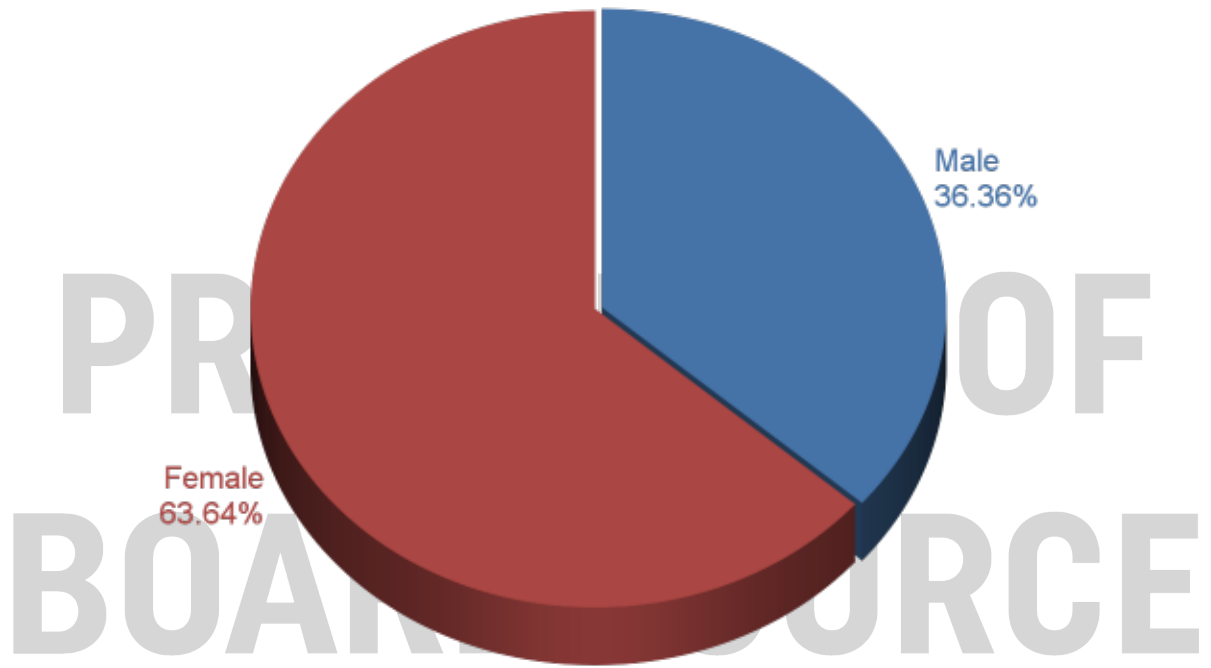
Question	Not Done	Small Extent	Some Extent	Great Extent	Response	Average Value
a. Considered the board's current level of diversity when nominating new members.	-	-	45.45%	54.55%	11	3.55
b. Evaluated and modified recruitment efforts specifically to reach members with more diverse backgrounds.	9.09%	-	36.36%	54.55%	11	3.36
c. Actively recruited board members from diverse backgrounds.	-	-	18.18%	81.82%	11	3.82
d. Sought to recruit more than one board member from a diverse background, i.e., go beyond tokenism.	-	9.09%	9.09%	81.82%	11	3.73
e. Designed or revised the board member nominating or recruitment process to ensure a diverse pool.	18.18%	18.18%	27.27%	36.36%	11	2.82
f. Ensured orientation for new board members includes information about cultural competency and inclusive practices.	18.18%	36.36%	27.27%	18.18%	11	2.45
g. Identified potential barriers to serving on the board, e.g., meeting time, availability of child care, transportation, financial giving requirement.	9.09%	18.18%	54.55%	18.18%	11	2.82
h. Cultivated relationships with organizations with access to board's desired demographic groups.	-	27.27%	54.55%	18.18%	11	2.91
i. Used advisory committees or other activities as a training ground for board service.	54.55%	18.18%	9.09%	18.18%	11	1.91

1. To what extent does the following occur?

Question	Not Done	Small Extent	Some Extent	Great Extent	Response	Average Value
a. The board is comfortable discussing issues of race, ethnicity, diversity and inclusion.	-	9.09%	27.27%	63.64%	11	3.55
b. Board members are encouraged to voice their opinions before reaching a collective decision.	-	9.09%	9.09%	81.82%	11	3.73
h. The board provides opportunities for board members to get to know each other outside the boardroom.	9.09%	36.36%	45.45%	9.09%	11	2.55
i. My organization would want to know if a board member or staff person was being treated unfairly because of race/ethnicity, culture, age or gender.	-	9.09%	9.09%	81.82%	11	3.73

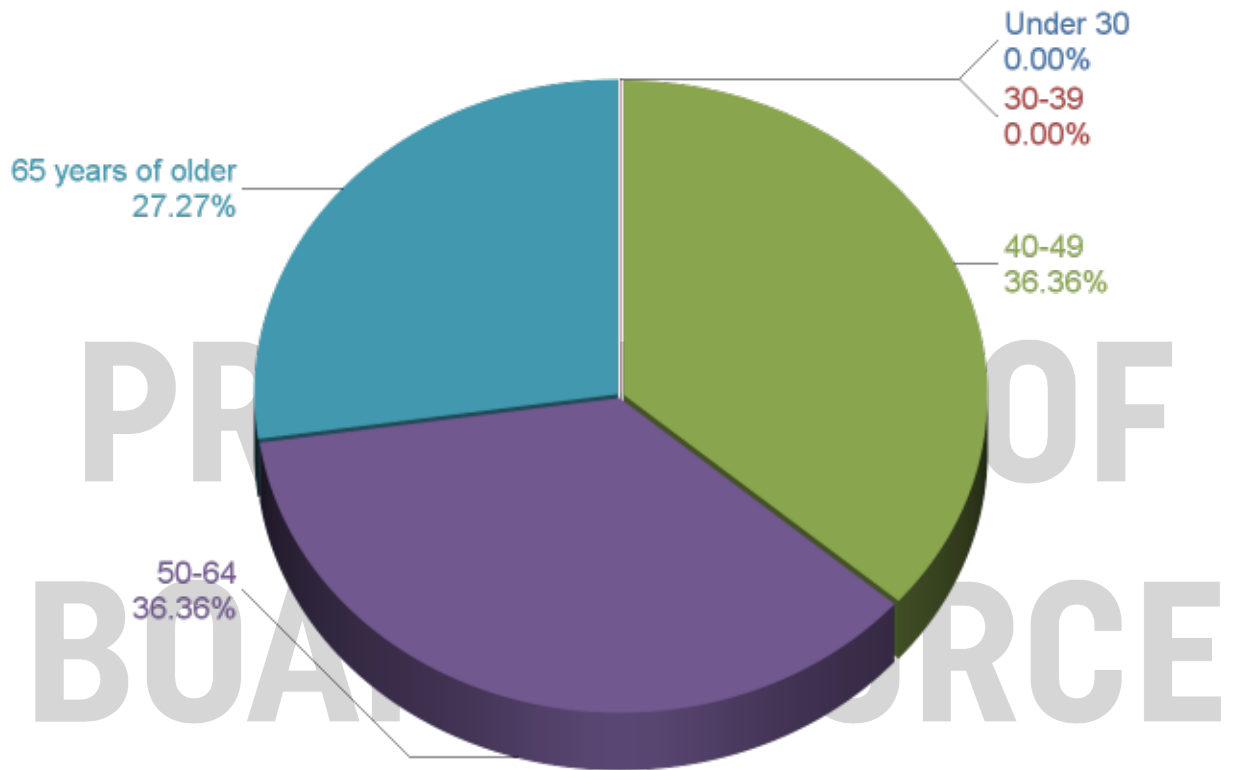
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What is your gender?



Answer	Bar	Response	%
Male	<div style="width: 36.36%;"></div>	4	36.36%
Female	<div style="width: 63.64%;"></div>	7	63.64%
Transgender	<div style="width: 0%;"></div>	0	0.00%
Androgyne	<div style="width: 0%;"></div>	0	0.00%
Agender	<div style="width: 0%;"></div>	0	0.00%
Other	<div style="width: 0%;"></div>	0	0.00%
Total		11	100.00%

Which age group do you belong to?



Answer	Bar	Response	%
Under 30		0	0.00%
30-39		0	0.00%
40-49	<div style="width: 36.36%; height: 10px; background-color: #4a7ebb;"></div>	4	36.36%
50-64	<div style="width: 36.36%; height: 10px; background-color: #4a7ebb;"></div>	4	36.36%
65 years of older	<div style="width: 27.27%; height: 10px; background-color: #4a7ebb;"></div>	3	27.27%
Total		11	100.00%

Section 7: Organizational Information

"Has Your Organization Done the Following?"

Question	Yes	No
a. Formally articulated its commitment to diversity and inclusion, e.g., created a diversity statement.	-	1
b. Developed a detailed plan of action for the board to become inclusive.	-	1
o. Ensures the staff reflects the diversity of the constituents served.	1	-
p. Talked to you about non-inclusive practices or offensive behaviors that occurred during board events.	-	1