Diversity and Inclusion Handout

Here are some questions to help facilitate a discussion and draft a diversity statement.

1. How do we define diversity?

2. Why is diversity important to us?

3. Have we had an open discussion about changing demographics in our community and how it affects our services, programs, and mission?

4. How might diversity and inclusion increase our ability to serve our mission?

5. What are the potential points of contention or resistance related to diversity?

6. Can our practices, traditions, or culture be perceived as biased or unwelcoming?

7. What, if anything, will we have to change in order to become more diverse and inclusive?

8. Is our chief executive committed to inclusiveness? If so, how has this been demonstrated?

9. Is the board committed to inclusiveness? If so, how has this been demonstrated?

10. As a board, what is our culture?

11. Are we welcoming to people with diverse backgrounds?

12. What are the elephants in the room?

*Excerpted from Diversity in Action, A BoardSource Toolkit. BoardSource, 2011.*