

Sample Diversity Statement

The XYZ board practices a culture of openness and encourages candid communication.

- The greater diversity of opinions and backgrounds the board possesses, the better foundation it has for sound decisions.
 - Board members' different perspectives help us address all sides of an issue.
 - Even if "difference" is desired, there are times when the majority must take the lead. It is up to the chair to keep the peace and integrate all opinions.

- A culture of openness and candor defines communication.
 - Rich communication dares to discuss the elephants in the room.
 - Sincere conversation, however, does not include insults or hurtful words.

- Divergent views are explored in a respectful, not adversarial manner.
 - A debate is always welcome; arguments are kept out.
 - At times board members need to weigh their words in order not to offend anyone.
 - The board is cognizant of unacceptable terms or vocabulary.

Excerpted from The Nonprofit Policy Sampler, Third Edition by Barbara Lawrence and Outi Flynn. BoardSource, 2013.