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BoardSource Taps Jim Taylor to Lead Efforts to Increase Nonprofit Board Diversity

Washington, DC — BoardSource has been tracking the demographic composition of nonprofit boards since 1994 through its signature research project — [Leading with Intent: A National Index of Nonprofit Board Practices](#). In 2017, we learned that nonprofit boards are making little progress in diversifying their composition despite reporting high levels of dissatisfaction with current board demographics. This lack of progress and disconnect alarmed BoardSource and led the organization to issue a clarion call to action: Nonprofit boards must act now to provide stronger leadership on diversity, inclusion, and equity.

This commitment to sector-wide board diversification will gain momentum when [Jim Taylor](#) joins BoardSource in early December as its vice president of leadership initiatives and education. Taylor brings more than 15 years of professional and volunteer experience in community development and diversity, equity, and inclusion to the role. He will work closely with Anne Wallestad, president & CEO, in building board-level capacity to advance racial equity — and diversity, inclusion, and equity more broadly — as well as other critical sector-wide issues, including nonprofit engagement in public policy [advocacy](#) and the positive potential of [strategic partnerships](#).

As Wallestad has noted in the past, “BoardSource is unapologetic about our belief in the importance of board diversity, not just because we believe diverse perspectives help boards operate more effectively but because we understand the very real risks a lack of diversity can create. Homogeneous boards can fall prey to strategic blind spots in any context, but the stakes are particularly high when a board is ill-equipped to understand the impact of its decisions on the communities it seeks to serve.

“As stewards of the public good, social sector organizations must act, must make progress in diversifying their leadership, and BoardSource is eager to step up our work in this area under Jim Taylor’s leadership.”

Among Taylor’s professional accomplishments are leading AARP’s strategy for achieving measurable growth in outreach and impact in the African American community of age 50+. As that organization’s vice president of multicultural leadership, he worked to ensure that African Americans throughout the country had greater access to programs and information to improve their health, wealth, and quality of life. At Capital One, as its director of community relations, Taylor developed and implemented community development strategies in seven key U.S. markets that resulted in 65 percent of its employees in those markets donating 170,000 hours

to nonprofit partners. And as Fannie Mae's director of product innovation, Taylor developed highly successful programs to increase homeownership rates among people of color. Most recently, Taylor served as a core member of the Fairfax County (VA) government's "One Fairfax" roundtable — a group of public and private sector leaders who are dedicated to the development and implementation of the "One Fairfax" racial and social equity strategy for the county.

As a volunteer, Taylor has served as both a board chair and board member of both local and regional nonprofits, playing a key role in helping to transform board culture and practices as it relates to diversity, inclusion, and equity. Nonprofits that have benefited from his leadership on their boards of directors and advisory boards include Carpenter's Shelter, Latino Economic Development Center, Housing Association of Nonprofit Developers, Affordable Housing Conference of Montgomery County (MD), Shelter House, and LearnServe International.

"Jim knows first-hand how important the board's leadership is to the success of an organization – including the board's leadership on diversity, inclusion, and equity," said Wallestad. "And he knows what it takes to create change from the inside out. I could not be more excited about his leadership and what it will bring to BoardSource and our work across the nonprofit sector."

"The nonprofit sector is a key player in efforts to create a world that is more just and equitable, and that addresses the needs and challenges faced by the full diversity of our society," said Taylor. "We cannot do that well without boards that are diverse, inclusive, and focused on equity. I look forward to helping boards deepen their understanding of and commitment to diversity, inclusion, and equity – and to supporting them as they work to make change happen."

Read more about [BoardSource's Commitment to Diversity, Inclusion, & Equity: For Ourselves and the Social Sector.](#)

About BoardSource

BoardSource is a globally recognized nonprofit focused on strengthening nonprofit leadership at the highest level — the board of directors. Recognizing the critical partnership between boards and executives, and the impact of that partnership on overall organizational success, BoardSource helps nonprofit leaders invest in their leadership partnership by providing research, thought leadership, and practical supports that help transform board structures, dynamics, and perspectives.