

# Board Diversity Learning Lab Course Outline

## Course Overview

- Video: Welcome to Nonprofit Academy Online
- Navigating the Course

## Module 1: Introduction to Board Diversity

- Introduction
- Key Vocabulary
- Video: Three Keys to Board Diversity
- What the Research Says
- Video: Make a Commitment to Continuous Improvement
- Helpful Links

## Module 2: Setting the Stage for Change

- Video: The Complexity of Change
- The Complexity of Identity
- Video: Change Management Best Practices
- Establishing Your Board's "Why"
- Planning for a Diverse Board
- Mapping Out Your Plan
- Your Board's Pre-Work Before Your Change Initiative
- Helpful Links

## Module 3: Organizational Commitment

- Getting a Full Organizational Commitment
- Buckle Up! It's Going to Be a Bumpy Ride!
- Why Organizational Values Matter
- Setting Up Norms for the Change
- Being Mindful of Microaggressions
- What are Your Sacred Cows?
- Helpful Links

## Module 4: Inclusion 101

- Video: Why Diversity Isn't Enough
- Inclusive Leadership
- Functional Inclusion
- Social Inclusion
- Video: Belongingness
- The Value of Lived Experience
- Inclusion vs. Assimilation
- Inclusion vs. Assimilation Examples
- Inclusive Board Meetings
- Helpful Links

# Board Diversity Learning Lab Course Outline (Cont.)

## Module 5: Recruitment Strategies

- Recruitment Strategies: Lessons from Behavioral Science
- Rethinking Recruitment
- Video: How Good Board Governance Leads to Diversity
- Building Committee Structures
- Setting Goals and Timelines
- Developing a Diversity Task Force
- Nominating Committees
- Board Profile Grid
- Recruiting for Board Diversity With Respect
- Developing a Board Orientation
- Acculturation and Onboarding of New Board Members
- Helpful Links

## Module 6: Communication Strategies

- External Communications
- Communicating Your Shared Vision
- Developing Equity Statements
- Examples of Equity Statements
- Helpful Links

## Completing the Course

- Video: Wrapping Up
- Acknowledgements



The course is interactive and features dozens of ways to learn!