PART II: THE REMIX

BEYOND THE BOARD STATEMENT:
HOW DO BOARDS JOIN THE MOVEMENT FOR RACIAL JUSTICE
SESSION LOGISTICS

- Slides and recording will be sent to all registrants in 2-3 business days
- Please use the hashtag #NPQBoards on social media
- Please use the Q&A box to enter questions and comments
- Please complete the evaluation that will pop up immediately after the session

JOIN THE CONVERSATION!
#NPQBoards @npquarterly @Sage_Network @VernettaWalker
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PART I RECAP - “THE MOVEMENT”

Social Justice!
Racial Equity!
Systemic Racism!
Get proximate!
Black Lives Matter!
Social Justice!
Racial Equity!

8:46
TODAY’S FRAMEWORK

I. Getting Started
II. Applying a Race Equity Lens
III. Operationalizing the Work
How do we address the concern about losing donors, when funding is already impacted by Covid-19?

How does the life cycle of the nonprofit affect how you approach this work?

What are some actionable ways to change our thinking and culture?
CHANGE THINKING AND CULTURE
I. GETTING STARTED

- Using Data
- Challenging Status Quo
- Articulating Mission Specific Commitments
How do you tell your board that they need to educate themselves?

[What are some] strategies for getting white people to talk about race?
II. APPLYING A RACE LENS

- Centering “Other” Voices
- Prioritizing and Resourcing the Work
- Measuring the Work
QUESTIONS FROM LAST WEEK – ROUND 3

What is the role/work of a white ally?

Can you talk about white fragility?
III. OPERATIONALIZING EQUITY

- Aligning Equity Across the Organization and Work
- Creating the Plan
- Holding Ourselves Accountable

“We concluded that we needed to ratchet the seriousness of our resolve. The question that arose; Are we as a Foundation committed enough to this issue to track and measure improvement?”

The California Endowment
Dr. Ross, CEO President (2008)
PRACTICAL STRATEGIES FOR CREATING YOUR PLAN

1. Build awareness and understanding
2. Engage in learning
3. Review and evaluate current state
4. Create intentions and aspirations
5. Monitor and measure performance

Adapt for new people and new information
QUESTIONS FROM LAST WEEK – ROUND 4

What are some recommended tools and resources?

Sample statements?
STATEMENT PLACEHOLDER
AUDIENCE THOUGHTS AND QUESTIONS