



The Board's Role In Diversity, Equity, Inclusion and Belonging

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The mission of the Nonprofit
Association of Oregon is to strengthen the
collective voice, leadership, and capacity of
nonprofits to enrich the lives of all
Oregonians.

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Today's Presenter

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Agenda

- Establish Common Language & Understanding About DEIB
- Consider Why Boards Matter in DEIB
- Recognize Barriers to DEIB
- Apply Practice



How do *you* define...

- Diversity
- Equity
- Inclusion
- Belonging



Practice Exercise: *"To be, or..."*

Removing the Masks





1. Pick an image.
2. Tell a story.
3. Identify a feeling.
4. Find commonality.

SLIDE #1



SLIDE #2



16



17



18



19



20

POLITICAL MEMES



21



22



23



24



25



26



27



28



29



30

Box One
Slide #1
Even
1-15

Box Two
Slide #1
Odd
1-15

Box Three
Slide #2
Even
16-30

Box Four
Slide #2
Odd
16-30

Directives:

1. Stay in your box.
2. Limit communication with only those in your box.
3. Rules are unknown.
4. Scoring is unknown
5. Judges are unknown.
6. The best box wins.

Identification

Box 1: Boomer

Box 2: Gen X

Box 3: Millennial

Box 4: Gen Z



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Why Do Boards Matter in DEIB?

- Set the Tone from the Top
- Strategic Decision-Making
- Accountability and Oversight
- Risk Management
- Attract and Retain Talent
- Stakeholder Engagement
- Innovation and Creativity
- Lead by Example



Barriers: Fear

- Not knowing
- Fear of being perceived as inauthentic
- Mistakes/Failure
- Confronting conflict/Resistance
- Losing control
- Losing support
- Being vulnerable
- Negative feedback



The Impact of Fear

- Isolation
- Cultural Disconnect/Insensitivity
- Lack of Inclusive Practices
- Limited Professional Development Opportunities
- Unclear Role Expectations
- Lack of Connection with Colleagues
- Tokenism



“Hostile Workplace Environment”

Let’s be clear: A hostile workplace doesn’t have to be one with overt violence. When you hear the word *hostile* you may want to think of the most egregious forms of oppression. But a hostile environment is one with explicit and implicit bias. It is one where there is overt discrimination, yes, but more subtle types of discrimination – being overlooked, undervalued, and uninvited – create hostile work environments as well.”

- Jennifer R. Farmer, *First and Only*, 2022



Applied Practice

Consider the following Scenario:

During team meetings, Maya notices subtle but impactful microaggressions directed at her. For example, when she shares an idea, it is sometimes overlooked or attributed to someone else without proper credit. Comments like, "Are you sure you understood that correctly?" or "Let me explain it again for clarity" are common, undermining her expertise and contributions.

When she is included in projects or initiatives, it feels like it is solely to fulfill diversity quotas or optics. This diminishes her sense of value and contribution, as she wants to be recognized for her skills and expertise rather than just her identity.

Maya often finds herself less engaged during social gatherings or team-building activities. Conversations veer towards topics and experiences that she cannot relate to, such as winter sports or vacations in predominantly white areas. This makes her feel excluded and disconnected from her colleagues.

In office decorations or themed events, decorations and activities exclusively reflect Western traditions, ignoring the diverse backgrounds of the team. Efforts to include other cultures feels shallow and appropriated. These practices reinforce her feeling of being an outsider in the workplace. When she asked if her organization would allow her join an affinity group to help her through these challenges, her supervisor said it would have to be on her own time and at her own cost.

Maya notices that projects are just dumped on her without any clear guidance. Despite her qualifications and hard work, promotional opportunities are often given to her white colleagues. This disparity creates a sense of unfairness and discouragement, making her question her career prospects within the organization.



A *diverse* workplace is where all are *equally included*, and everyone *belongs*.

What does this

look like in action?

1. Engage in Active Listening
2. Promote Transparency
3. Advocate for Inclusive Policies and Practices
4. Lead by Example
5. Address Biases and Microaggressions
6. Create Opportunities for Dialogue
7. Affirm & Support Justice Movements Towards Greater Equity
8. Other...



A *diverse* workplace is where all are *equally included*, and everyone *belongs*.

Practice exercise:

1. Review the handout.
2. Discuss with your partner 1-2 that would benefit from greater attention to create a better sense of belonging in your organizational culture.
3. Consider what this focused attention might look like in action.



What is your DEIB character?

- A. Dancer
- B. Wallflower
- C. DJ
- D. All of the above



How is the board “dancing” to increase the power of the “collective” ability to be “free” within the workplace environment?

"Diversity is being invited to the party. Inclusion is being asked to **dance**."

- Mellody Hobson

"Equity is not only about justice and morality; it is an economic imperative as well. When we fail to address inequities, we limit our **collective** potential."

- Angela Glover Blackwell

"Belonging is not about fitting into someone else's mold; it's about breaking **free** of them altogether."

- Julissa Arc





Process & Share:

One word to describe how you are feeling after our time together.

One new thought or insight.

One action you will take when you return to your organization.





Thank You For Attending!

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