

# Building Strong & Diverse Parent Center Boards

A workshop for Region 1 Parent Center Leaders

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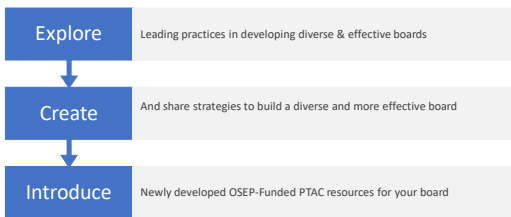
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## Session Objectives




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## Suggested Guidelines for Today

- Participate – its vital to our success
- Practice “active listening” and compassion
- Learn from each other
- Return from breaks promptly
- Try new ideas
- Keep electronics quiet

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# ONE Minute Introductions

- Who you are and where you live
- Your organization and your role there
- Length of experience working with boards (including your own!)
- Length of/nature of formal training in board development/boards
- Board issue you think about the most
- One important skill you bring to working with your board

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*If your board did not meet for an entire year, what would be the impact on the organization?*

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## Our Goal: More effective boards and board members



- Exceptional: anticipates, thinks strategically
- Responsible: role clarity, shared understandings
- Functional: of no real consequence
- Prefunctional: disengagement, conflict, lack of mission focus




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## Strategy Café

After round 1 (and subsequent rounds), participants may:



Agree



Question/Demonstrate Agreement



Add to the List

\* Summarize key points, discuss question marks

*What is the work  
of the Board?*

vs

*What is the work  
of the  
organization?*

### 3 Roles and 10 Responsibilities of Nonprofit Boards

- Set Direction
  - Determine mission/purpose
  - Ensure effective planning
- Ensuring Resources
  - Select CEO
  - Financial resources
  - Build competent board
  - Enhance standing
- Provide Oversight
  - Strengthen programs and services
  - Protect Assets/financial review
  - Ensure legal and ethical integrity
  - Support/Evaluate CEO

## Board Member's Legal Obligations

- *Duty of Care*
- *Duty of Loyalty*
- *Duty of Obedience*
  - These duties cannot be delegated away.




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## Beyond the Matrix

How do we define diversity,  
inclusion, and equity?

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What do our words  
mean?

*“Diversity is being  
invited to the party,  
inclusion is being  
asked to dance, and  
equity is making sure  
your music is played”*

Dr. Guilherme Albierti




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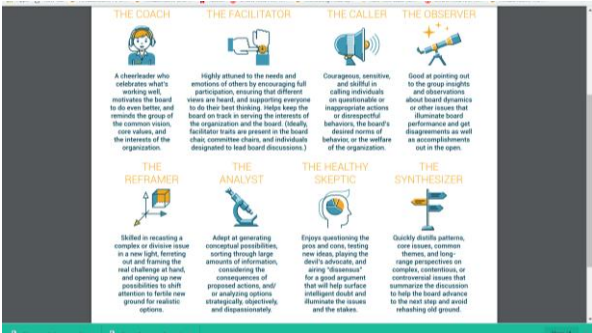
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Race & Ethnicity	Chief Executive	Board Chair	Board Member
Caucasian	90%	81%	88%
African American/Black	4%	5%	8%
Asian	2%	2%	3%
American Indian or Alaska Native	<1%	1%	1%
Native Hawaiian or Pacific Islander	<1%	<1%	<1%
Two or more races	2%	1%	1%
Other	2%	1%	3%
Hispanic or Latino of any race	3%	3%	5%
Not Hispanic or Latino	87%	97%	95%
Gender	Chief Executive	Board Chair	Board Member
Male	78%	98%	92%
Female	22%	2%	8%
Other	0%	<1%	<1%
Age	Chief Executive	Board Chair	Board Member
45 or older	13%	21%	16%
35 to 44	56%	43%	47%
40 to 49	20%	17%	26%
Under 40	11%	11%	17%

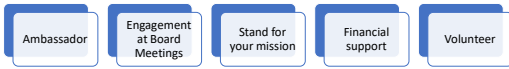
*“Boards are no more diverse than they were two years ago and current recruitment priorities indicate this is unlikely to change. Despite reporting high levels of dissatisfaction with current board demographics — particularly racial and ethnic diversity — boards are not prioritizing demographics in their recruitment practices.*

*Nearly a fifth of all chief executives report they are not prioritizing demographics in their board recruitment strategy, despite being dissatisfied with their board’s racial and ethnic diversity.”*

BoardSource  
Leading with Intent, 2017



## Other Roles for Individual Board Members




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Here are five questions to get you started:

- 1 Is our organization's reputation being negatively (or positively) impacted by our board's current composition vis-à-vis diversity?
- 2 If someone were to make assumptions about our organizational values based on our board composition, what would they be likely to think?
- 3 How well are we cultivating a deeper understanding of the community or communities that we serve and bringing their perspectives, needs, feedback, and priorities into our strategic boardroom discussions?
- 4 Are we ever at risk of making decisions without fully understanding how these decisions may affect those we serve?
- 5 If we were to make a deeper commitment to diversity, inclusion, and equity, what would that mean for our mission, our work, and the people we serve?

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## How did we get here?




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## 10-Minute Break

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## Making our Boards More Inclusive

- Are people who are \_\_\_\_\_ comfortable serving on the board?
  - Does the board consider issues relating to \_\_\_\_\_ when it sets policies and makes decisions for the organization?
  - What could the board do differently to become more inclusive and welcoming?
  - What could the board do differently to address the needs of \_\_\_\_\_?
1. Of color/ethnically diverse
  2. Young/older age diverse
  3. Socio-economically diverse
  4. Disability diverse

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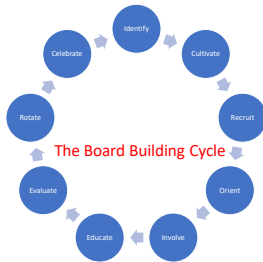
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What are your ideas for building diversity at each stage of the cycle?




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## Free BoardSource Resources

<https://boardsource.org/board-support/training-education/download-resources-tools/>




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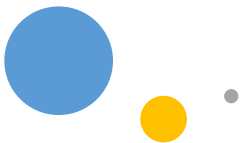
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Board Training Series




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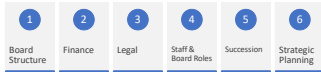
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## Board Training Series for Parent Centers




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## Where to start?



- Start where you are
- A board self-assessment can help your board define its priorities

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10-Minute Break

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## Tool Kit #1 - Board Structure – Videos

- Board Recruitment <https://youtu.be/v67Ew10B4Lk>
- Board Orientation <https://youtu.be/OGrkOFJl4A>
- Board Book <https://youtu.be/fecMj5LQrBU>




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Putting it Together | Your Turn

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