



Nonprofit Montgomery: Board Equity Series

Presented by Christal M. Cherry, The Board Pro

Recruiting Diverse Candidates to Your Board

January 26, 2022 at 2-3:30pm

As stewards of the public good, boards must act to alter and eliminate beliefs, practices, and policies that perpetuate structural and institutional racism and exclusion. This means being intentional about changing the racial composition of its members and adapting cultures that alienate and exclude others from feeling welcomed.

In this session, boards will learn how to work to ground organizational values and recruitment practices so that they are inclusive. They will redefine their roles by accepting accountability for setting the tone with deliberate and strategic action to have an increased presence of people of color on boards.

Learning Outcomes:

- Understand why board diversity matters
- Accept how board demographics are changing
- Empower Leaders of Color in nonprofits to move towards race-equity on Boards
- Learn the ideal traits, skills and characteristics of the ideal Board Chair and Executive Director
- Discover hiring policies that reveal bias- using an equity lens when hiring the Executive Director
- Identify the Characteristics of an Inclusive-Ready Board
- Build A Pipeline for Diverse Members
- Locate sources to Recruit Diverse Members
- Properly onboard and include others in board culture
- Conduct board meetings that foster inclusivity
- Recognize the impact of diversity on fundraising
- Embrace the value of collective networks in board inclusive culture

Applying a Racial Equity Lens to Board Service Work

February 24, 2022 at 2-3:30pm

This glaring imbalance of power on nonprofit boards is an indication that nonprofit leadership is not reflective of the increasingly diverse communities we serve and live. This webinar is ripe for nonprofit boards who are ready to prioritize and commit to the ongoing journey towards inclusion, belonging, and access inside board culture.

Participants will:

- Learn that discomfort culture is necessary for change.
- Understand the role of the board and executive leadership in setting the tone for inclusion.
- Explore current practices that can reveal bias.

- Assess the tools needed to begin the journey to DEI work.
- Learn how to integrate DEI best practices into governance and other board practices.
- Discover how to invite stakeholders to participate, embrace and navigate in inclusive culture.

Fired-Up Fundraising with a DEI Lens

March 24, 2022 at 2-3:30pm

In this session, attendees will discover how boards can get fired-up about raising funds for their organizations. We will also discuss how to sensitively raise funds from diverse donors.

As a result of this workshop, board members will...

- Discuss post pandemic fundraising trends.
- Review the fundamentals of fundraising – dos and don'ts.
- Understand how to work closely with the fundraising team to support them
- Unlock the power of storytelling to excite donors about mission.
- Understand the motivations for giving for diverse donors.
- Embrace stewardship and the value of trust-focused relationships with donors.
- Uncover how to work alongside staff to engage in fundraising with and without making the ask.
- Learn how to utilize social networks to advocate for mission.
- Consider the benefits of digital fundraising methods.

Conflict Resolution for Board Members

April 21, 2022 at 2-3:30pm

Nonprofit board service provides an intimate experience for leaders to participate in public life. It calls upon our intellect, our deepest beliefs, and our skills. Wherever people with strong convictions work together to make a difference, there will be conflict. Conflict on nonprofit boards can present an opportunity for organizational and personal growth if it is addressed wisely.

In this webinar, participants will learn about:

- Purposeful disruption
- The role of emotions
- Consequences of unresolved conflict
- Conflict as an opportunity for growth
- Conflict resolution techniques
- Ways to resolve board disputes

Register online: nonprofitmoco.org/events
Questions? Contact lavontte@nonprofitmoco.org