

## MEMBER AGENCY

### STRATEGIC TRANSITION PLANNING SERIES

#### Small Group Exercise #2

Agencies are well aware of the importance of having a diverse board across a spectrum of demographics, with diversity in gender, age, skill sets and client representation often given high priorities.

Given United Way's intent to apply a racial equity lens to its Transition Planning Series sessions, let's drill down on one aspect of diversity:

**Some agencies have found developing/maintaining a board that is both racially representative of the community it serves and that possesses the necessary fundraising capacity particularly vexing.**

1. Do you agree with the above supposition? If not, why?
2. Is it an important issue for your agency?
3. When looking for new board prospects, do you look first at skill sets, particularly fundraising, or demographic goals?
4. What tactics have you found successful in attracting people of color that improve your Board's ability to raise funds?
5. How racially diverse is your board?
6. Grade your Board's effectiveness in fundraising (A – F)