



What Can I Do to Convince you?

Creating a plan for successful diversity implementation

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Looking Through the Lens

Boards that assess their performance regularly perform better on core responsibilities- Continue to examine and educate our Board in an effort to increase performance in Diversity. Change begins at the top.

Remember that the Board has an impact on organizational performance. There is a perceived connection between Board and Organization. If the Board is Diverse and actively pushes diversity, equity and inclusion, this reflects on the culture of the organization as well as the community. The composition of the Board impacts how it functions and the decisions it makes. Board Diversity reduces 'blind spots'.



What Message Are We Communicating?

CEO commitment is recognized as being crucial to organizational diversity efforts. How a CEO's signal their priorities and mobilize key organizational actors to implement diversity management can advance diversity within an organization.

Studies indicate that a CEO's words and actions alone are not sufficient for the implementation of diversity management practices. HR managers must view their CEOs as being committed to workplace diversity in order for diversity management practices to be implemented.



From the Board to the Breakroom

It is the board's responsibility to ensure that the board is adapting to emerging organizational needs by embracing growth, keeping with the trends and listening to the voices of stakeholders.

- Ask yourself, does your organization represent the community it serves?
- Can minorities find people that looks like them in leadership?
- Does the LGBT community feel seen and represented?
- Does our services have easily accessible help for the disabled?
- Are there women of color represented?
- What is the unified message we are communicating?



Call to Action

- Continuous examination of the composition of the board and diverse recruitment practices.
- Board members shared accountability for higher diversity performance.
- CEO demonstrated commitment to diversity by implementing a plan.
- If you already have a plan in place, review it to ensure it is current with the trends.



References

- Ng, E.S., Sears, G.J. Walking the Talk on Diversity: CEO Beliefs, Moral Values, and the Implementation of Workplace Diversity Practices. *J Bus Ethics* **164**, 437–450 (2020). <https://doi.org/10.1007/s10551-018-4051-7>
- Leading with Intent: 2017 National Index of Nonprofit Board Practices
- From Insights to Inclusion: On Building a Diverse Team: <https://www.youtube.com/watch?v=0HvQI13ucHQ&feature=youtu.be>

Resources

- CEO Action For Diversity and Inclusion: <https://www.ceoaction.com/>

