



GetOnBoard-Diversity, Equity & Inclusion in Our Nonprofit

Dear Nonprofit Executive Leader,

As part of the Community Foundation's GetOnBoard ChesCo project, we aim to help nonprofits diversify committee and Board membership.

This self-assessment asks you to take into consideration four dimensions of diversity: gender, race, sexual orientation, and ability.

Our aim is to 1) understand your current DEI situation; 2) spark conversations about DEI and what is possible; 3) identify tangible action steps.

We seek your candid responses, knowing that this information will be kept strictly confidential.

Thank you for all you do for the community. And thank you for strengthening your nonprofit's effectiveness and relevance in our increasingly diverse society.

Winnie Moran Sebastian, Esq., Board Chair

Karen Simmons, President/CEO

Steph Stevens, GetOnBoard Outreach Officer

Hugh Bleemer, GetOnBoard Outreach Officer

Connecting people who care with causes that matter.

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www.chescocf.org



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1. Which best classifies your nonprofit's SERVICE focus:

- | | | |
|--|---|---|
| <input type="checkbox"/> Arts, Culture, Heritage | <input type="checkbox"/> Health Care, Wellness & Disease | <input type="checkbox"/> Social & Human Services |
| <input type="checkbox"/> Civil Rights, Social Justice & Advocacy | <input type="checkbox"/> Historic Preservation | <input type="checkbox"/> Violence Prevention |
| <input type="checkbox"/> Education, Mentoring, Literacy, Libraries | <input type="checkbox"/> Housing & Shelter | <input type="checkbox"/> Workforce Development & Job Training |
| <input type="checkbox"/> Environment & Conservation | <input type="checkbox"/> Public Safety & Disaster Relief | |
| <input type="checkbox"/> Food, Nutrition, Agriculture | <input type="checkbox"/> Science, Technology, Engineering, Math | |
| <input type="checkbox"/> Other (please specify) | | |

2. What types of DIVERSITY do you seek in new committee & Board members?

	Immediate priority	Longer term priority	Not a priority
Females	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
African Americans/Black	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Latino	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asian Americans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGBTQ+	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in their 20s and 30s	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

3. If special ACCESSIBILITY accommodations are required to fulfill committee or Board service, could your nonprofit provide accommodations?

4. Our nonprofit has...

	Not Yet	Ready to Start	Launched	Well Underway
included DEI aims within our strategic plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
policy aims for staff diversity (recruitment, retention)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
policy aims for volunteer diversity (recruitment, retention)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
policy aims for committee diversity (recruitment, retention)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
policy aims for board diversity (recruitment, retention)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
policy aims for vendor diversity (assessment, terms)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
policy aims for constituent diversity (assessment, satisfaction, impact)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Our nonprofit...

	Not Yet	Ready to Start	Doing OK	Doing Very Well
has a targeted pipeline of increasingly diverse potential committee members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
reviews communications and marketing for appropriate messaging to diverse groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
reviews programs and services to understand how to close gaps where disparities appear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
has mechanisms for staff accountability for DEI performance issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Overall, as a whole, our board and committee members

	Not at all	Somewhat	Very much	Unsure/Don't know
want to be more comfortable talking with people who are different from them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
tend to have open, candid discussion in smaller committee meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
tend to welcome newcomers and mingle easily at our larger special events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are flexible and embrace change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
readily talk with new people who are different from them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
have a tendency to mostly talk to people they already know at our larger special events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. When it comes to DEI, overall, our board and committee members

	Not at all	Somewhat	Very much	Unsure/Don't know
are aware that our nonprofit has diversity issues, and agree that our nonprofit needs to be more diverse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
want to expand their understanding of diversity issues and situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
want to more comfortable speaking about diversity issues and situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. On a deeper group process level, overall our board and committee members

	Not at all	Somewhat	Very much	Unsure/Don't know
appreciate how various dimensions of diversity intersect and interact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
understand ways in which DEI inequities are produced and maintained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
understand that unconscious bias and microaggressions can impair diverse groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
have a self-reflective bent, looking at the process as well as the outcomes of deliberations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are open and accepting of feedback, on an individual and group basis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Please provide Executive Director/CEO info, so we can follow up.

Name:

Position:

Org Name:

Address:

City:

St: PA

Zip:

Cell/Text:

E-Mail:

www://

10. Thank you for taking this step in understanding your nonprofit's current diversity status and aims. We hope this sparks conversation about diversity and what is possible. As your nonprofit develops tangible action steps, we look forward to the possibility of connecting your nonprofit with diverse committee & Board candidates.

**Stephenie Stevens & Hugh Bleemer
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Date Submitted

Date

MM/DD/YYYY