**Board Readiness Assessment for an Intentional Inclusive Culture**

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| **Equity of Board Opportunity (1-5)** |
|  | **Yes** | **No** |
| 1 | Our board members represent a spectrum of diversity in terms of social circles, skill sets. |  |  |
| 2 | We recruit board candidates based on an established criteria that offers equity of opportunity. |  |  |
| 3 | Our board has a process of succession planning for board seats to create equity of opportunity to serve from new segments of the community? |  |  |
| 4 | The process we use to scrutinize potential board candidates offers a fair and objective review of a candidate's strengths and opportunities to contribute value to our board only against our stated criteria. |  |  |
| 5 | Our board conducts an effective on-boarding process for new board members that includes the whole board. |  |  |
| **Comments:** |

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| **Organizational Structure (6-7)** |
|  | **Yes** | **No** |
| 6 | Our board honors the clear role delineation between its governing role and that of the operational organization. |  |  |
| 7 | Our board has an adaptable hierarchy in alignment with its expressed aims/goals, rather than a traditional hierarchy based in power. |  |  |
| **Comments:** |

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| **Board Capacity Building (8-10)** | **Ratings**: 1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree N/A: Not Applicable / Do not know |
| **1** | **2** | **3** | **4** | **5** | **N/A** |
| 8 | The board has properly educated itself and inculturated practices around concerns of trauma, intersectionality and emotional, social, vocational and moralsafety. |  |  |  |  |  |  |
| 9 | Our board regularly engages in trust building work and assesses its own trustworthiness? |  |  |  |  |  |  |
| 10 | Our board learns together to assure all board members are operating from a level playing field of understanding of theissue. |  |  |  |  |  |  |
| **Comments:** |
| **Board Culture (11-13)** | **Ratings**: 1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree N/A: Not Applicable / Do not know |
| **1** | **2** | **3** | **4** | **5** | **N/A** |
| 11 | Our board has been intentional about creating a culture of respect and inclusion. |  |  |  |  |  |  |
| 11a | Our bylaws have been reviewed for inclusive language. |  |  |  |  |  |  |
| 11b | Our board policies have been reviewed for inclusive language. |  |  |  |  |  |  |
| 11c | Our documented processes and procedures have been examined for inclusive practice and language. |  |  |  |  |  |  |
| 11d | Our minutes from board and committee meetings have been audited for inclusive language. |  |  |  |  |  |  |
| 11e | We conduct regular assessments of inclusion and respectfulness with our board and committees. |  |  |  |  |  |  |
| 11f | Our board regularly assesses the overall culture of social, vocational, moral and emotional safety in our proceedings. |  |  |  |  |  |  |
| 12 | Our board demonstrates a culture of accountability around respect and inclusion within its own processes as well as assuring accountability to these values throughout the organization |  |  |  |  |  |  |
| 13 | Our board takes the initiative to change processes and procedures that create barriers for equity and inclusion at the point of identification of such barriers. |  |  |  |  |  |  |
| **Comments:** |
| **Board Decision-Making Process (14-26)** | **Ratings**: 1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree N/A: Not Applicable / Do not know |
| **1** | **2** | **3** | **4** | **5** | **N/A** |
| 14 | Our board hears all the relevant perspectives around the table before forming opinions and diving into discussion or dialogue about the issues on the agenda. |  |  |  |  |  |  |
| 15 | Our board creates a safe space for people to authentically share their perspectives and opinions |  |  |  |  |  |  |
| 16 | Our board honours the needs for process to assure an inclusive dialogue. |  |  |  |  |  |  |
| 17 | Our board works toward deep listening to each other, encouraging and accepting the authentic self of those around the table. |  |  |  |  |  |  |
| 18 | Our board inquires to understand what life experience informs opinions shared by individuals in the group. |  |  |  |  |  |  |
| **Board Decision-Making Process (14-26) *cont.*** | **Ratings**: 1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree N/A: Not Applicable / Do not know |
| **1** | **2** | **3** | **4** | **5** | **N/A** |
| 19 | Our board genuinely shows respect and empathy when an opinion / perspective is shared that was informed by difficult life experience. |  |  |  |  |  |  |
| 20 | Our board discusses the assumptions that we hold in addressing our issues. |  |  |  |  |  |  |
| 21 | Our board thinks together, factoring in the opinions of all, to come to shared vision on the issues before us. |  |  |  |  |  |  |
| 22 | Our board makes decisions based on valid data rather than on our pre- conceived assumptions. |  |  |  |  |  |  |
| 23 | Our board effectively navigates tension when differing perspectives and opinions are shared |  |  |  |  |  |  |
| 24 | Our board practices a way to address moments of tension or learning moments that occur during a board meeting, such as an observation like, "I felt ignored during our last discussion". |  |  |  |  |  |  |
| 25 | Our board engages in continuous improvement of process when issues are presented that indicate non-inclusion, disrespect or injustice? What evidence do we have of this? |  |  |  |  |  |  |
| 26 | Our board offers culturally-informed hospitality to honour the cultural practices. |  |  |  |  |  |  |

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| **Individual Board Member Engagement (27-30)** | **Ratings**: 1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree N/A: Not Applicable / Do not know |
| **1** | **2** | **3** | **4** | **5** | **N/A** |
| 27 | Each member respects and uses the identified/preferred pronouns and name for each person sitting at the board table. |  |  |  |  |  |  |
| 28 | Each member of our board practices inquiry before advocacy. Each member demonstrates a value for curiosity about opinions or perspectives shared in a non-threatening manner. |  |  |  |  |  |  |
| 29 | Each member of our board engages with a commitment to suspend their own opinions and judgments in order to listen to and understand other opinions and perspectives. |  |  |  |  |  |  |
| 30 | Each member of our board authentically appreciates the unique magnificence of each person serving on the board. What evidence do we have of this? |  |  |  |  |  |  |
| **Comments:** |

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| **Safety (31-54)** | **Ratings**: 1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree N/A: Not Applicable / Do not know |
| **1** | **2** | **3** | **4** | **5** | **N/A** |
| ***Social Safety:*** |
| 31 | Is there direct communication between board members? |  |  |  |  |  |  |
| 32 | Are there healthy boundaries in board member relationships? |  |  |  |  |  |  |
| 33 | Are interactions free from abusive language? |  |  |  |  |  |  |
| 34 | Is there inclusion in determining rules, activities and responses to group needs? |  |  |  |  |  |  |
| 35 | Is the board free from gossip, rumors or "back talk"? |  |  |  |  |  |  |
| 36 | Is there an ability to resolve conflicts in a healthy manner? |  |  |  |  |  |  |

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| **Safety (31-54) *cont.*** | **Ratings**: 1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree N/A: Not Applicable / Do not know |
| **1** | **2** | **3** | **4** | **5** | **N/A** |
| ***Moral Safety:*** |
| 37 | Is honesty and trust present? |  |  |  |  |  |  |
| 38 | Is the board free from discrimination and hatred? |  |  |  |  |  |  |
| 39 | Is there ethical dialogue? |  |  |  |  |  |  |
| 40 | Are differences embraced? |  |  |  |  |  |  |
| 41 | Is there a commitment to human rights? |  |  |  |  |  |  |
| 42 | Is the board free from abusive use of power? |  |  |  |  |  |  |

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| **Safety (31-54) *cont.*** | **Ratings**: 1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree N/A: Not Applicable / Do not know |
| **1** | **2** | **3** | **4** | **5** | **N/A** |
| ***Emotional Safety:*** |
| 43 | Do members feel empowered? |  |  |  |  |  |  |
| 44 | Is the board free from shame and humiliation? |  |  |  |  |  |  |
| 45 | Is the board free from bullying behavior? |  |  |  |  |  |  |
| 46 | Are members in control of what personal information is shared about themselves to other members? |  |  |  |  |  |  |
| 47 | Is there forgiveness for personal limitations or mistakes? |  |  |  |  |  |  |
| 48 | Are everyone's strengths and talents recognized? |  |  |  |  |  |  |

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| **Safety (31-54) *cont.*** | **Ratings**: 1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree N/A: Not Applicable / Do not know |
| **1** | **2** | **3** | **4** | **5** | **N/A** |
| ***Vocational Safety:*** |
| 49 | Are there opportunities for growth in board members' skills through development actives? |  |  |  |  |  |  |
| 50 | Is the board free from observing or participating in favouritism? |  |  |  |  |  |  |
| 51 | Is there clarity in board member roles and responsibilities? |  |  |  |  |  |  |
| 52 | Are there opportunities to share unique knowledge with other members? |  |  |  |  |  |  |
| 53 | Is there collaboration with all members to address board and organizational needs? |  |  |  |  |  |  |
| 54 | Are there processes in place to support, improve and celebrate diverse areas of board work? |  |  |  |  |  |  |
| **Comments:** |