

THE BOARD PLACEMAT ©

INTENTION

- We consult mission, vision, values during decisions.
- We examine policies for fairness, equity and inclusion.
- We expect status reports on the mission-based promise to stakeholders.
- We are convinced our theory of change makes a difference.
- We orchestrate our progress through a strategic plan.

IMPACT

- We measure our efforts by evidence-based outcomes regularly.
- We avoid dependency and parental mindsets.
- We compare results to stated intentions, promises.
- We harvest learning after events, milestones, fails, wins.
- We recognize, celebrate, encourage efforts of the team.

CulturallyConsciousBoard.com

IDENTITY

- We reaffirm our origin story.
- We make values mentionable.
- We align our walk with our talk.
- We honor stakeholders' identities, while true to ours.
- We make time to know our members' stories.

- We leverage our mission and story to attract stakeholders.
- We recruit members who add capacity, not merely fit.

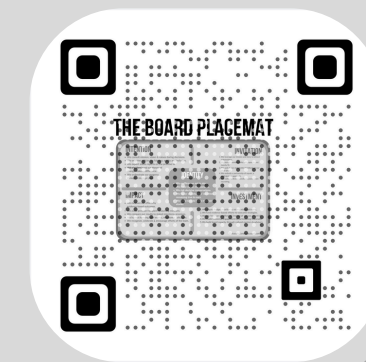
- We glean stakeholder feedback to lift our cultural blindfolds.
- We embody a partnership of equals, a participatory approach.
- We cultivate diverse candidate pools when recruiting.

INVITATION

INVESTMENT

- We require budget priorities to reflect mission intent.
- We fund evidence-based efforts-to-outcome strategies.

- We ask 'how can we afford it (or afford not to)?' *instead* of 'can we afford it?'
- We model our mission engagement by participating financially.
- We build board capacity through cultural mentors and advisors.



SETTING YOUR TABLE.

1

MARK

TRUE OR FALSE.

2

COMPARE
DIFFERENCES.

3

DECIDE

- START
- STOP
- SUSTAIN

SCAN ME
DOWNLOAD, PRINT