



Board Bits

Diversity, Equity, and Inclusion

January 15, 2024



Your Facilitator

Desiree Tirk Trainer/Resource Developer - Leadership

- 25 years working in community development in the nonprofit and government sectors
- Experience in facilitation and training, program development, board governance, and research
- Bachelor of Indian Social Work and Bachelor of Arts in Native Studies
- Started with SARC in 2020





Who is SARC?

SARC is a nonprofit association that has over five decades of experience in supporting nonprofits in the areas of training, consulting, services, and leadership. With a membership of approximately 100 community-based organizations, we are committed to providing quality services and training opportunities to our membership and beyond.



What is SARC Learning Central?

SARC Learning Central is the hub for SARC's training and education initiatives. Programs offered through SARC Learning Central focus on strengthening an organization and the quality of services they provide.



SARC Learning Central





Treaty Acknowledgement

SARC and SARCAN Recycling would like to acknowledge that the land on which we operate our business is on Treaty 2, Treaty 4, Treaty 6, and Treaty 10 Territory.



Diversity, Equity, and Inclusion



“Nonprofits that are not paying attention to equity, diversity and inclusion are likely to face increasing challenges.”

- Imagine Canada



Does Order Matter?

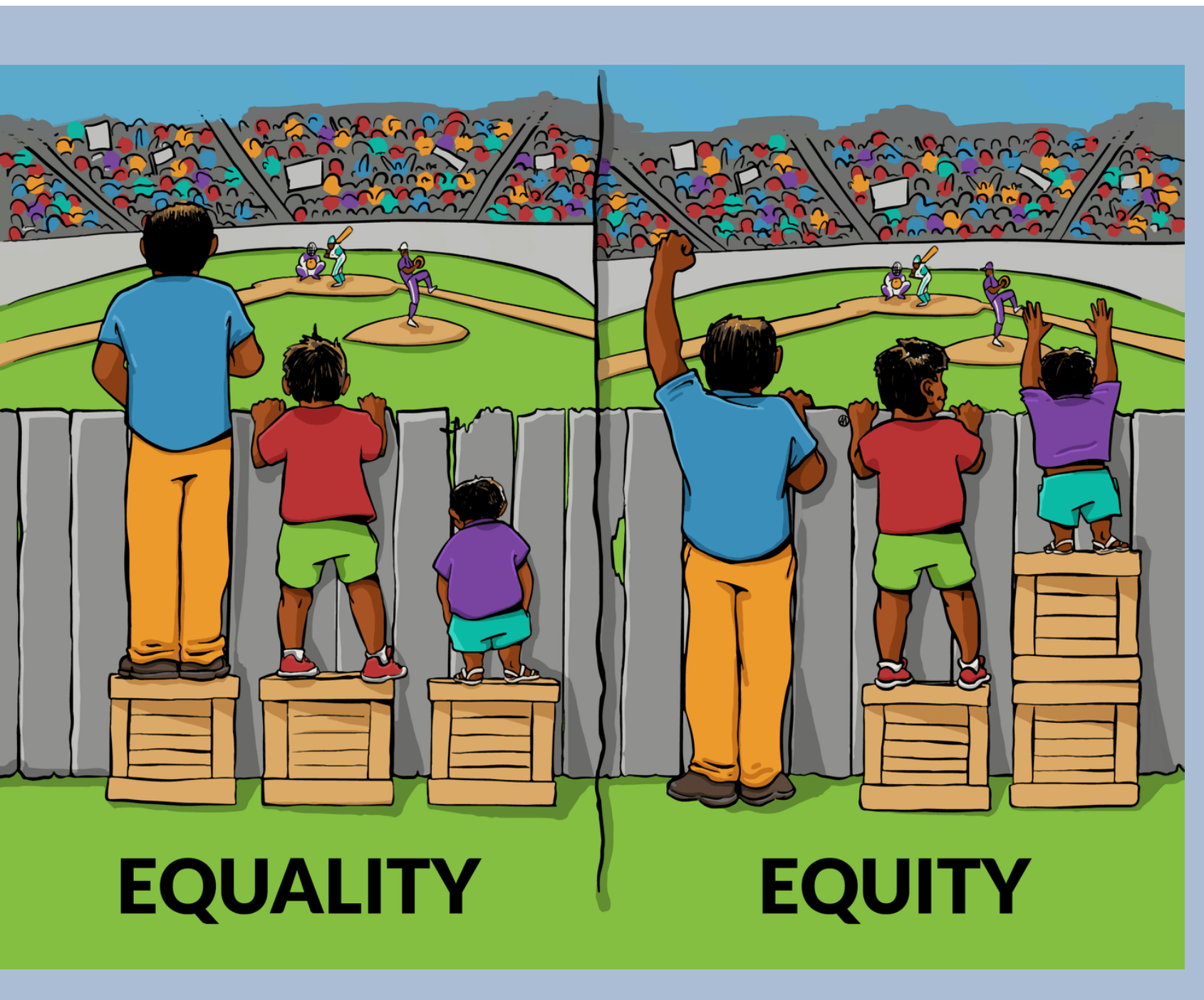
- DEI?
- EDI?
- JEDI?



Does Order Matter?

D – Diversity

- Ensuring all different perspectives are present



- Interaction Institute for Social Change/
Artist: Angus Maguire

Does Order Matter?

D – Diversity

- Ensuring all different perspectives are present

E – Equity

- Refers to fairness and impartiality

I – Inclusion

- Ensuring people feel valued and supported regardless of their differences



Does Order Matter?



“Boards that cultivate an inclusive culture ensure that all board members are encouraged to bring their perspectives, identity, and life experience to their board service. An inclusive board welcomes and celebrates differences and ensures that all board members are equally engaged and invested, sharing power and responsibility for the board’s work, the organization’s mission and its purpose.”

- BoardSource



Why is DEI Important to the Board?

1. Representation of the community you serve
2. Informed decision making



Why is DEI Important to the Board?

“More than ever before, boards of directors are recognizing that DEI not only contributes to organizational performance but also promotes better decision making, prevents blind spots in board deliberation, and enables them to access more resources and reach a broader community.”



- Dr Shirley Davis, Author of Diversity, Equity
& Inclusion for Dummies



Why is DEI Important to the Board?

1. Representation of the community you serve
2. Informed decision making
3. Innovation
4. Increased accountability
5. Enhanced credibility and trust
6. Broader networks
7. Risk management



Integrating DEI Practices

Organizations can diversify their boards starting with:



Make a case for diversity, equity, and inclusion with your current board



Develop a DEI board committee to oversee the process



Create your nonprofit's DEI statement or policy



Audit the current composition of the board



Examine your board director recruiting processes

- Nonprofit HR



Why is DEI Important to the Board?

“We (one, two, or a small number of board members) will meet with (pick a number) people in the next 3 months who would bring diversity to our board, and introduce them to the nonprofit and its mission, and explore their interest in the nonprofit’s work.”



- The National Council of Nonprofits



Wrap Up



Any questions?

Thank you for joining us

Please complete the evaluation linked in the chat

We will email you the resource document(s) after the session

www.sarclearningcentral.ca