Equity, Inclusion & Board Effectiveness

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Session Objectives

• Participants in this session will...
  • Increase their awareness of inclusive practices to avoid exclusion
  • Gain an understanding of how to effectively use intentionality in their efforts to build a collaborative board
  • Learn how education can be an effective tool to increase collaboration
  • Learn key components of onboarding and orientation for faster board cohesion
  • Gain an understanding of how to build their board development practices using an equity lens.
Ground Rules

• Make a commitment to actively engage
• Share at the level that you feel comfortable
• Own your statements and not anyone else’s
• It’s okay to disagree
• Two things can be right
• Practice both/and thinking
• Take time for self reflection
• Turn to wonder or respond with “tell me more”
• Any others?
Simon Says…
WHY ARE YOU HERE?
Table Talk…

• Choose a Scribe/Reporter
• Share with your table members why you choose this session
• Write a list of reasons (this will be collected)
• Share one or two reasons *(try not to repeat what’s already been said)*
Key Terms to Know

• Micro-aggression – a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group

• Ally – a person or group that provides assistance and support in an ongoing effort, activity or struggle

• Intersectionality – the way in which social identities overlap or intersect

• Social Construct – something that exists not in objective reality but as a result of human interaction. It exist because humans agree it exists

• Social Identity – a person’s sense of who they are based on their group membership
Social Identity Wheel

Beyond Sight

DIVERSITY ICEBERG – THE WATERLINE OF VISIBILITY

Visible Aspects (20%)
- Race
- Gender
- Age
- Language

Invisible Aspects (80%)
- Physical Ability
- Religion
- Nationality
- Skills
- Education
- Background
- Social Class
- Values
- Sexual Orientation
- Personality
- Beliefs
- Culture
Cultural What??

• Cultural Empathy – having an appreciation and consideration of the difference and similarities of another cultural in comparison to one’s own

• Cultural Competency – the ability to understand, communicate with and effectively interact with people across cultures

• Cultural Proficiency – the polices, practices, values or behavior of an individual or organization that enables the ability to engage effectively with people and groups who are different from them
Maslow’s Hierarchy of Needs

- **Physiological needs:** food, water, warmth, rest
- **Safety needs:** security, safety
- **Belongingness and love needs:** intimate relationships, friends
- **Esteem needs:** prestige and feeling of accomplishment
- **Self-actualization:** achieving one’s full potential, including creative activities

Self-fulfillment needs

Psychological needs

Basic needs
ubuntu
(oo-BUUN-too)
I am who I am because of who you are
What Does Inclusion Look Like?
Inclusion vs. Assimilation

Assimilation:
Individual is treated as an insider in the work group when he/she conforms to dominant culture norms and downplays uniqueness.

Inclusion:
Individual is treated as an insider and is allowed and encouraged to retain uniqueness within the work group.
Table Talk…

• Select a scribe/reporter
• Share at your table your best recruiting practices
• Compile a list for your table (this will be collected)
• Share two of three practices (*try not to repeat what’s already been said*)
Intentional Engagement

• Intentional – Done on purpose; deliberate
• Engagement – Emotional involvement or commitment
• Connection – To have or establish rapport
Recruiting

- Diverse Teams of Two
- Ask Collaborative Questions
- Ask Visionary Questions
- Ask Critiquing Questions
- Share Yourself So Others Feel Comfortable Sharing
- Ask (and take note of) Sense of Belonging Questions
- Share Why the Invitation is being extended
- Develop a One-Pager as a Leave Behind (org value, etc.)
Onboarding & Orientation

WHAT'S THE DIFFERENCE?
Orientation

- One-time event welcoming your new board member to the board. This may include the following:
  - Review of bylaws
  - Review of current and previous year budgets
  - Review of board member expectations
  - Introduction to other new board members
  - Introduction of key staff
  - Share expectations of individual contributions and expertise
Onboarding

• A series of events, to include orientation, that helps prepare new board members for successful tenure and performance as a board member. This may include...
  • Detailed review of strategic or business plan
  • Detailed explanation of upcoming initiatives
  • Review of introductory videos to explain processes or procedures
  • One on one meetings with key staff on specific areas
  • Review of initiatives or appearances required
Remember…

- Even in the boardroom, basic needs should be met
- Everyone cannot contribute, if everyone does not have the information
- Equitable treatment is key
- Recruit with faster cohesion in mind
- Intentional engagement it essential to building diverse networks
- Lean into being uncomfortable
- Let others own their truth, respect it
- Assimilation is NOT Inclusion
- We are all interdependent on each other, regardless of our Social Identities
When elephants fight, it’s the grass that suffers
-African Proverb
Questions & Comments
Contact Information

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