

Other Resources:

<https://www.councilofnonprofits.org/tools-resources/finding-the-right-board-members-your-nonprofit>



Strategic Board Recruiting Elements

1. Are **roles** and responsibilities clearly **defined**?
(all leadership positions – board, officers, committees, volunteers and other support)
2. Are board **recruiting priorities** identified? Ideal board described?
(skills, experience, community connections, diversity considerations)
3. Has the board clearly defined a **process** to identify board candidates and confirmed timing?
4. Does the board use an **intentional** board **application**, review and approval process?
5. Does the board receive **strategic support** and communications?

Strategic Recruiting Checklist

Information for Board Member Candidates

- ☐ Overview of the organization (annual report or other general communication)
- ☐ Board member application
- ☐ Board member job description or description of board role/responsibilities
- ☐ Annual board commitment form
- ☐ Conflict of interest form

Information for Board Members

- ☐ Board Member Orientation (likely PowerPoint and/or document – something in writing and not just a conversation with a current board member)
- ☐ Board Handbook (compilation of all governance policy, process and information)
- ☐ Board member self-evaluation

Internal Information

- ☐ Board matrix of ideal skills, connections, qualities
- ☐ Annual board recruiting calendar
(when are applications accepted, when is orientation provided, when is self-evaluation completed, when do board check-in meetings occur)
- ☐ Annual board member check-in framework

A few Resources to Explore

Project Implicit offers online implicit bias exploration.

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet.

Project Implicit was founded in 1998 by three scientists – [Tony Greenwald](#) (University of Washington), [Mahzarin Banaji](#) (Harvard University), and [Brian Nosek](#) (University of Virginia). Project Implicit Mental Health launched in 2011, led by [Bethany Teachman](#) (University of Virginia) and [Matt Nock](#) (Harvard University). Project Implicit also provides consulting services, lectures, and workshops on implicit bias, diversity and inclusion, leadership, applying science to practice, and innovation. If you are interested in finding out more about these services, visit <https://www.projectimplicit.net>.

Answering White People’s Most Commonly Asked Questions about the Black Lives Matter Movement

A Q&A by—and for—people with privilege who want to learn more about racial justice

Toolkit for "What Is White Privilege, Really?"

This toolkit offers advice, activities and further reading suggestions for educators who want to unpack the concept of whiteness and white privilege with themselves and with students.

Think Impact, Not Intention

Transcript Read the transcript of Caitlin Schiller’s interview with the author of White Fragility, Robin DiAngelo.

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CBCA

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