

Promoting Diversity on County Boards

Featuring:



Arletta Allen
Fond du Lac City Council



Kristin White Eagle
*Sauk County Board
Ho-Chunk Nation Legislature*



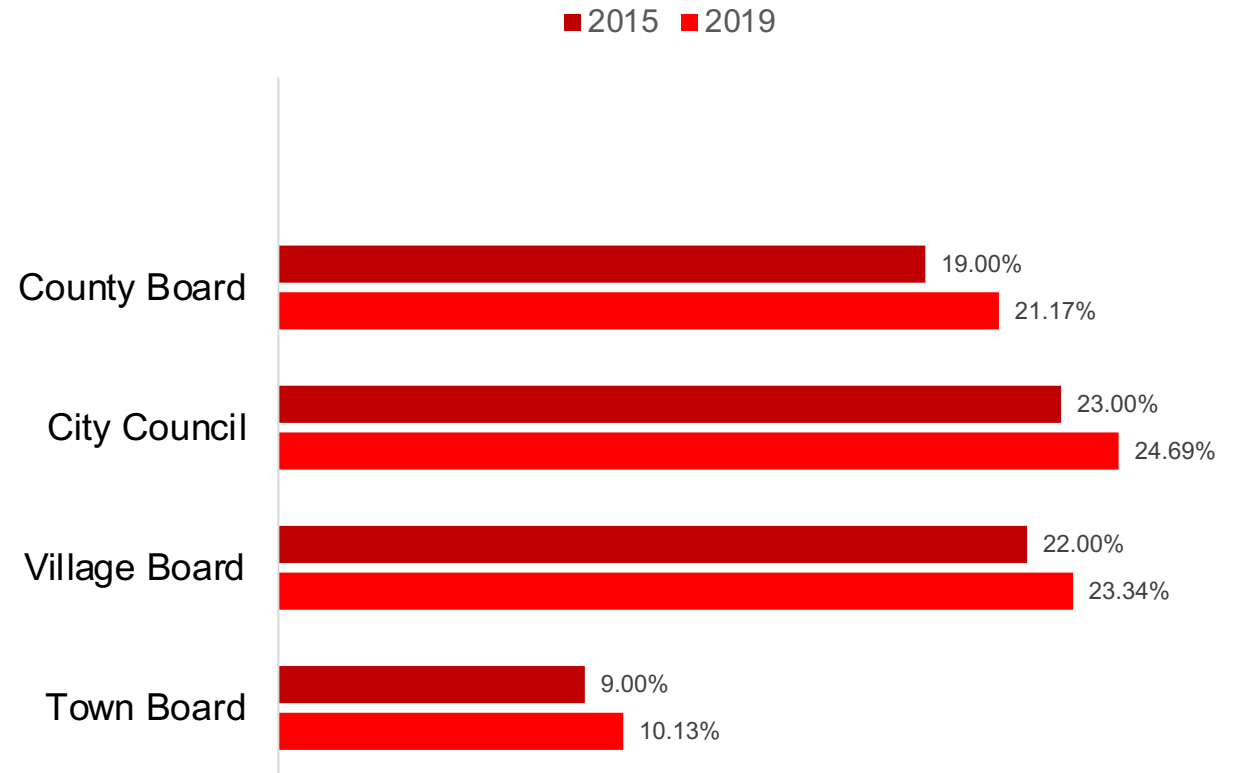
Zoe Roberts
Eau Claire County Board



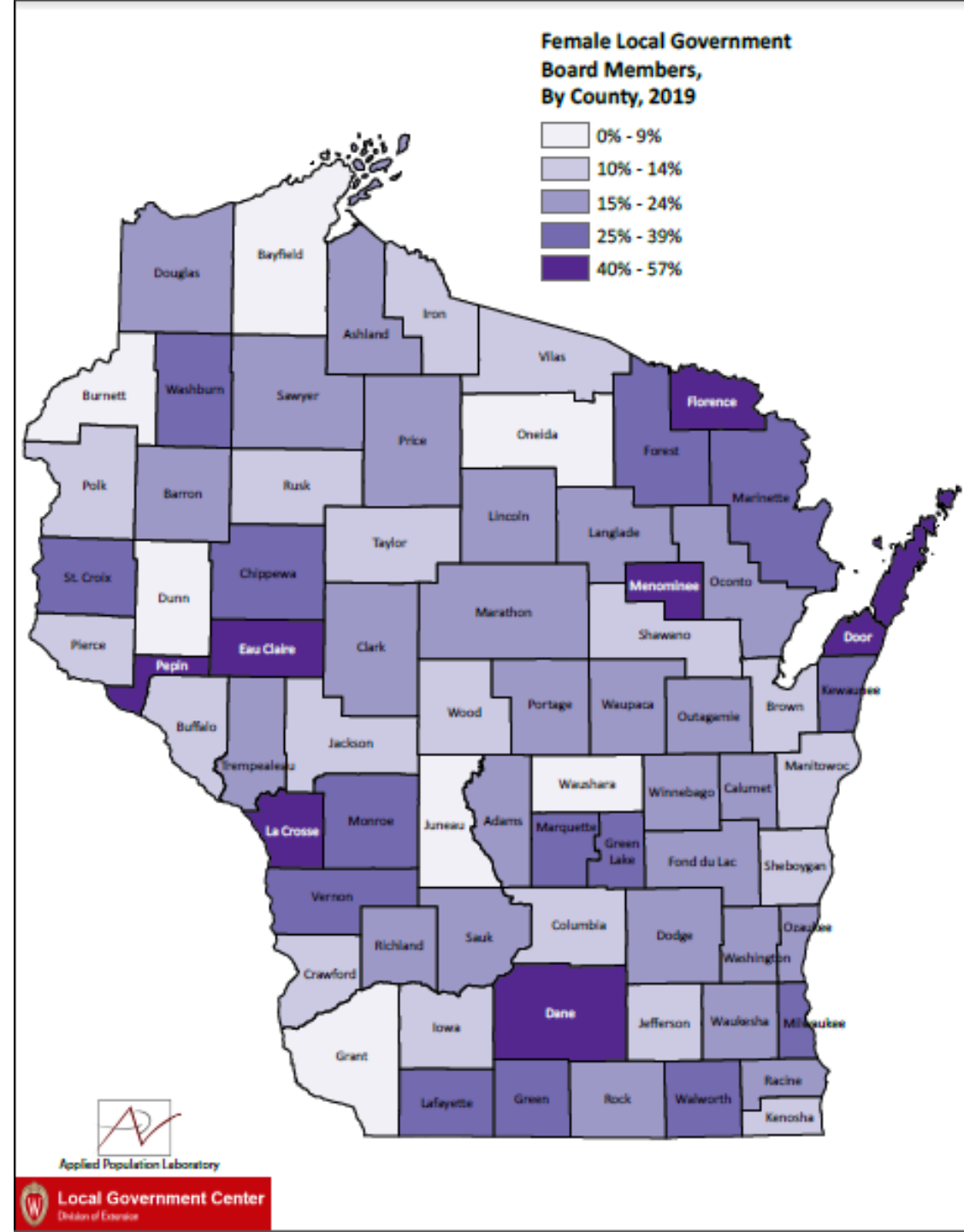
Women Serving on Local Elected Boards



Percent of Elected Seats Held by Women
WI Local Governments 2015 vs. 2019



Where are the Women on WI County Boards?



Wednesday the 1st of January

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Meanwhile, at today's Feline Engagement Committee, decisions were made on how to increase feline recruitment.



Diverse perspectives are critical to effective governance.



- Anticipate diverse issues and concerns
- Draw from a diverse set of competencies
- Access more robust networks
- Build in greater flexibility and resiliency
- May lead to more diverse workforce



“Constituents should have voices on the boards of organizations, not only as beneficiaries but as leaders and as constituents of the organization’s wider impact. Rather than seeing the organization as “us” serving “them,” we need to see our organizations as part of a constituency.

If we are to have meaningful impact, our constituents must take their rightful place at the leadership tables of our organizations.”

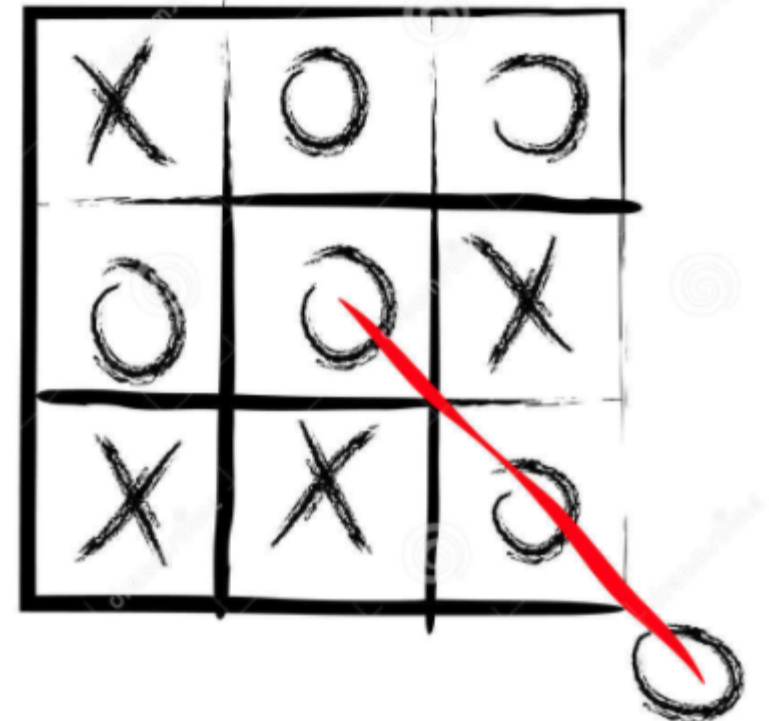
--Jan Masaoka is the Chief Executive Officer of the California Association of Nonprofits

Strategies to Recruit & Maintain a Diverse Board

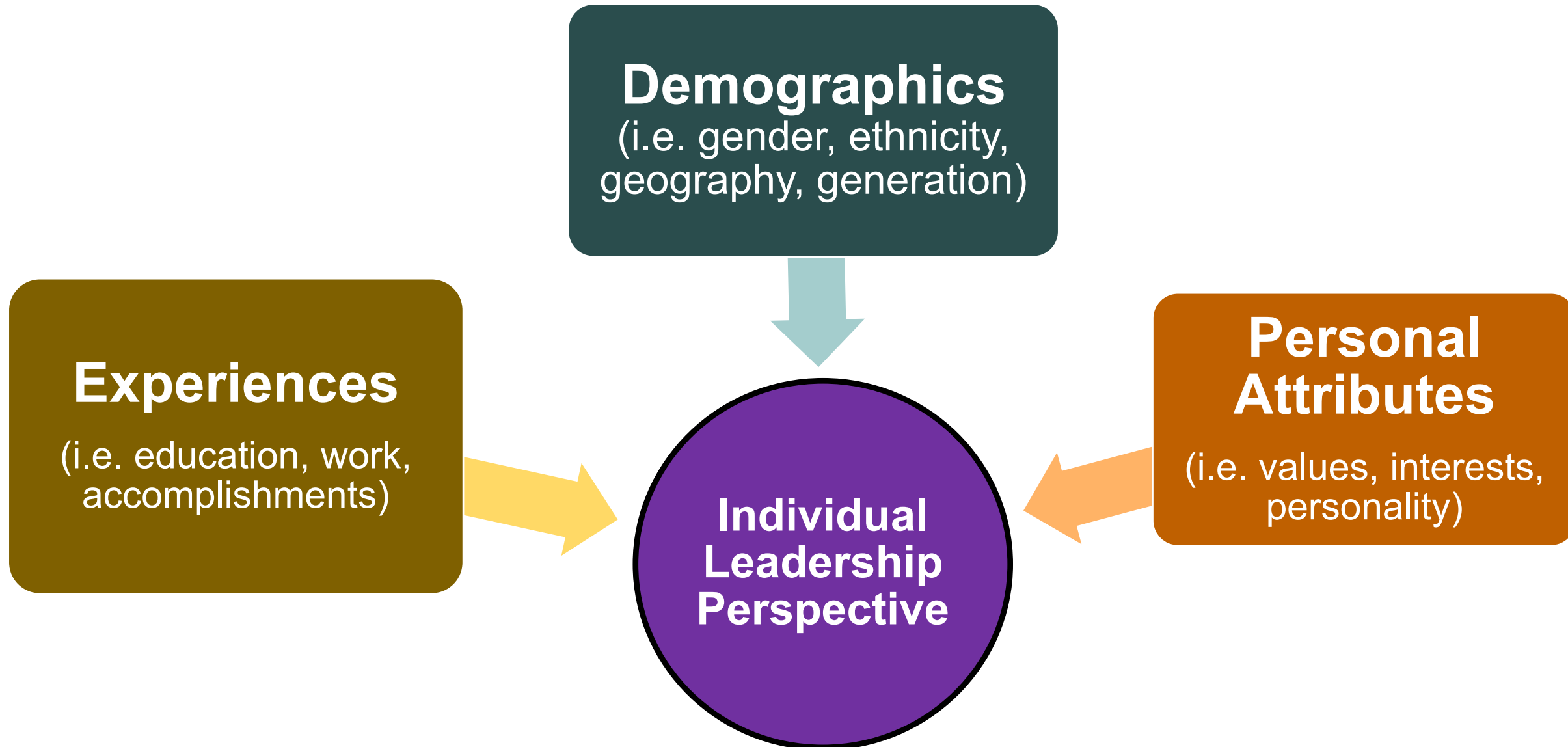
- Think outside your current network when recruiting
- Build the bench



Think
different



What does “thinking differently” look like?



ASK! ASK! ASK!

Sample Language:

"I feel a little awkward asking you to join this board when I myself don't always feel comfortable with the way this board sidesteps discussions about racial diversity in the client population. But there are a few of us — including the next board chair — who are changing the ways things are.

I'm not asking you because you're going to find this experience fun and easy. I'm asking you because we need you to be a change agent with me on this board."



Diversity Alone Doesn't Guarantee a Better Board; You Need a Supportive CULTURE!

Does your organizational culture...

- Integrate contrasting insights?
- Elevate different voices?
- Welcome conversations about diversity?



What is Allyship?

Allyship (v.) is an active and consistent practice of unlearning and re-evaluating beliefs and actions, in which a person seeks to work in **solidarity** with a marginalized individual or group of people.

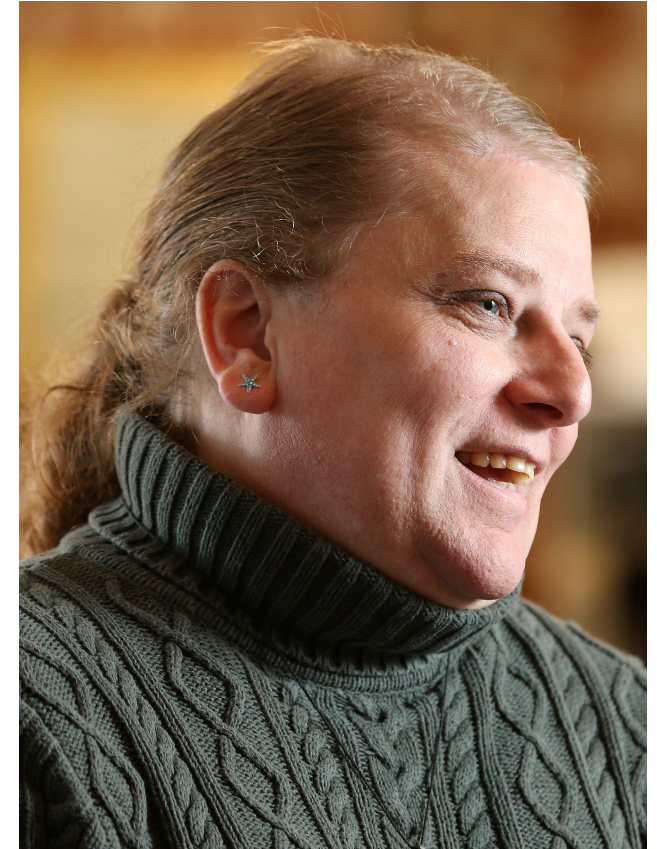
Powerhouse Roundtable



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Fond du Lac City Council



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