

Calling In vs Calling Out Diversifying Your Board of Directors

Local Associations Professional Development Session
March 30, 2022

Agenda:

Introductions

Ophelia Bitanga-Israel - overview/intro - Naco

Alana Knoppow - ALIVE

Brenda Michael-Haggard - TulsALIVE

Margaret Guenther - NOVAA

Ophelia Bitanga-Israel - Reflections

Comments & Questions - all

Announcements & future events

Welcome Ophelia Bitanga-Israel!

Senior Program Manager,
National Association of
Counties





**Stronger Counties.
Stronger America.**

NATIONAL
ASSOCIATION
of COUNTIES

NACo







Diversity Equity Inclusion

Diversity is the presence of different and multiple characteristics that make up individual and collective identities, including race, gender, age, religion, sexual orientation, ethnicity, national origin, socioeconomic status, language, and physical ability.

Equity is the process of identifying and removing the barriers that create disparities in the access to resources and means, and the achievement of fair treatment and equal opportunities to thrive.

Inclusion is the active practice of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to participate fully.

| Before putting it down on paper



- Why are you thinking about DEI?
- What do you want to accomplish and for whom?
- How will you put it into action?

Alana Knoppow, MSW

**Diversity, Equity, Accessibility & Inclusion Committee
Chair**

About Alana: Alana is from Ann Arbor, MI and is the Volunteer Program Manager for Hospice of Michigan and Arbor Hospice.

About AL!VE: www.volunteeralive.org

AL!VE's commitment to diversity

See our statement at our commitment to community page here:

https://www.volunteeralive.org/alves_commitment_to_communit.php

Forming the Committee

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ASSOCIATION OF LEADERS IN VOLUNTEER ENGAGEMENT

www.volunteeralive.org

Board Interests, Skills, & Demographics Survey

(<https://docs.google.com/forms/d/e/1FAIpQLScM2AXTVOn068pbN7E0UagGWZ64GyTcjtNYUdXpKzds94qm-g/viewform>)

Board Recruitment

(<https://docs.google.com/document/d/1Wt9QfOVWvXgOXxj57LHsmKcRUPWiuD6dw-6y7VmUCJI/edit?usp=sharing>).

New Board Member Orientation and Onboarding

Progress on the process!

<https://docs.google.com/document/d/15kUEYgX82LQhVI7u5ypPD50X8yr-mJKT/edit?usp=sharing&oid=112867904340233908554&rtpof=true&sd=true>

Reflection

TULSALIVE

ACTIVE LEADERSHIP IN VOLUNTEER ENGAGEMENT

It takes all of us.

Brenda Michael-Haggard, CVA, president of TulsALIVE

About Brenda: She established ENGAGE, LLC in 2019 to help organizations and employee volunteer programs with governance, planning, evaluation, and resource development—integrated fund and friend-raising. She was Volunteer Tulsa, Inc.'s executive director through February 2015 when she added change management and nonprofit dissolution to her portfolio. In large and small shops, Brenda has engaged donors and volunteers in fundraising, hands-on service, public awareness, governance, planning and evaluation in healthcare, hospice, higher education, environmental and animal welfare organizations. Prior to Volunteer Tulsa, she was Development Director and Interim Executive Director of The Sherwin Miller Museum of Jewish Art.

A 30-year member of Association of Fundraising Professionals, Brenda twice earned the certified fundraising executive credential. She achieved Certification in Volunteer Administration, led Oklahoma's CVA boom, and is TulsALIVE's president. Brenda began serving as a youngster in her rural community and continues to volunteer with professional associations, church, and community organizations. Her childhood and career of "jumping in to help" underscore service and volunteerism as the purest form of philanthropy.

TULSALIVE

ACTIVE LEADERSHIP IN VOLUNTEER ENGAGEMENT

It takes all of us.

- Historical perspective, inclusivity messaging
- Planned review: vision, mission
- Added DEI reflection, conversation, and development of statement, tag line
- Membership, distribution participation leading to drafting, tweaking
- Introduction of results
- Incorporating messaging
- Expectations v Realities
- Hopeful plans for future

TULSALIVE

ACTIVE LEADERSHIP IN VOLUNTEER ENGAGEMENT

BIAS: ATTITUDES OR STEREOTYPES THAT AFFECT OUR UNDERSTANDING, ACTIONS, AND DECISIONS IN AN UNCONSCIOUS MANNER.

PREJUDICE: AN ATTITUDE BASED ON LIMITED INFORMATION, OFTEN ON STEREOTYPES.

OPPRESSION: THE SYSTEMATIC SUBJUGATION OF ONE SOCIAL GROUP BY A MORE POWERFUL SOCIAL GROUP FOR THE SOCIAL, ECONOMIC, AND POLITICAL BENEFIT OF THE MORE POWERFUL SOCIAL GROUP.

RACISM: SYSTEMIC DISCRIMINATION AND OPPRESSION BASED ON RACE

SEXISM: SYSTEMIC DISCRIMINATION AND OPPRESSION BASED ON GENDER OR SEX

It takes all of us.

Social Identity Wheel

(Adapted from "Voices of Discovery", Intergroup Relations Center, Arizona State University)



TULSALIVE

ACTIVE LEADERSHIP IN VOLUNTEER ENGAGEMENT

It takes all of us.

Vision: A world in which competent, passionate leaders effectively engage Volunteers through ethical and equitable practices to maximize the impact of service benefiting our communities.

Mission: To educate, equip and empower community leaders who engage the region's residents in Volunteer service.



TULSALIVE

ACTIVE LEADERSHIP IN VOLUNTEER ENGAGEMENT

It takes all of us.

DEI Statement/Commitment: *It takes all of us.*

At TulsALIVE, we recognize that it takes all of us to positively impact our communities. The Greater Tulsa Area is diverse in gender, age, race, ethnicity, national origin, religion, physical ability, mental and emotional ability, sexual orientation, gender identity and gender expression. That's why we are committed to prioritizing best practices in Diversity, Equity, and Inclusion (DEI) in our leadership development and Volunteer engagement. When we lead with these values as Volunteer Engagement Professionals (VEPs), we create more equitable experiences for our Volunteers and the individuals they serve.

TULSALIVE

ACTIVE LEADERSHIP IN VOLUNTEER ENGAGEMENT

It takes all of us.

start the conversation

policies

DEI committee

feedback

small changes

big impact



•...and more!

Supporting leaders in volunteer engagement.



NOVAA DEI Statement

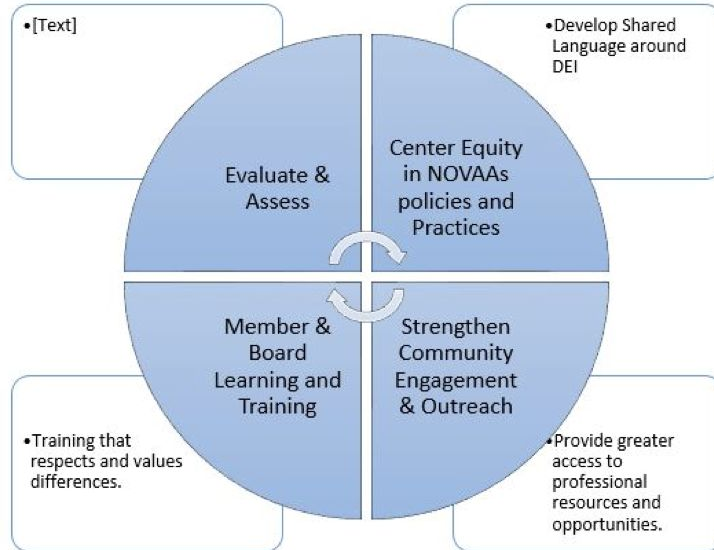
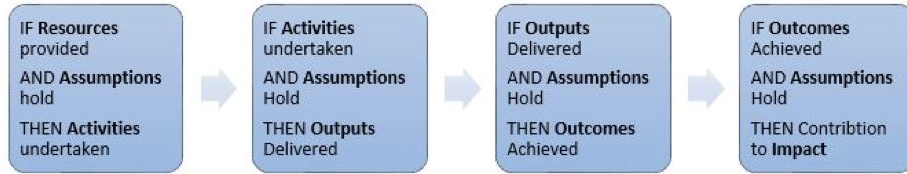
NOVAA believes everyone deserves equitable rights and opportunities. Our vision is to:

- Build a just and equitable association.
- Improve the culture of our organization and ensure that members and volunteers feel welcome to bring their whole, authentic selves, and expand their leadership capacities.
- Provide greater access to professional resources and opportunities.

For NOVAA to authentically and responsibly live out our mission, we embarked on a diversity, equity, and inclusion journey that prioritizes identifying, challenging, and dismantling barriers to inclusion in our organization and the volunteer management profession. Through educational programs and discussion forums, NOVAA offers members opportunities to explore and challenge the ways systemic oppression shapes our norms, influences our choices and operates in the larger systems and organizations where we work and advocate for volunteerism.

Embracing differences, celebrating volunteerism and its many forms in all communities helps NOVAA forge new partnerships and strengthens the profession and society as a whole.

NOVAA DEI Strategy Work Flow Form



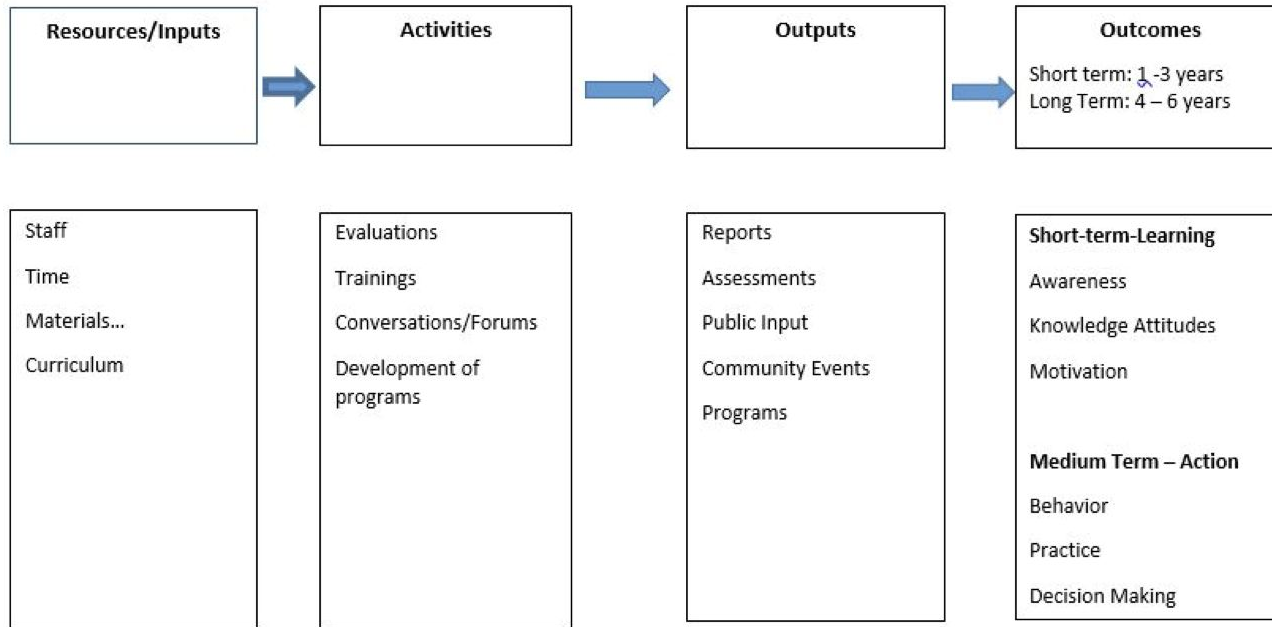
Next steps: work on identifying, prioritizing and operationalizing Strategies that will enable NOVAA to realize its Mission.

Decide what specific recommendations fall into each area and which have most impact, which can be undertaken or introduced sooner, which are foundational, etc.

NOVAA DEI Strategy Work Flow Form

Planned Work

Intended Results



Reflections
Questions
Answers
Possibilities

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www.volunteeralive.org

- Hybrid Conference
 - Impact Evaluation: Data that Matters and Creating the Right Story
- Q2 Prof Dev Event
 - June 22, 2022 @ 2 PM - Board Development Panel: What's Worked to Improve Board Performance
- Updating Local Association list
 - Please check website!
- Member benefit
 - Free access to member webinars