

LWVMI DEI Training for Nominating Committees: Panel Notes
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- Mission
 - YWCA – Eliminating Racism, Empowering Women
 - Interfaith Strategies for Advocacy and Action in the Community (ISAAC) – Changing systems through equitable policies and practices
 - Credible and trustworthy
 - Harmful not helpful
- Policies and Accountability
 - YWCA – The majority of the board must be BIPOC
 - ISAAC – Task force co-leaders, at least one must be BIPOC
 - Remove barriers to leadership – co-chairs, evening meetings, hybrid, fees for memberships and events; avoid cliques- make people feel welcome
- Partnerships
 - Social justice organizations – racial justice, gender equity, economic justice, environmental justice, criminal justice
 - Community service organizations – sororities, fraternities, KIWANIS, Rotary, Junior league
 - Neighborhood associations
 - Universities and Community colleges
 - Co-sponsor events, attend their events and network
- Member Recruitment
 - Email list for events – speakers form their groups
 - Membership- invite them to be a member
 - Volunteer- find ways to engage them, give them a job
- Leadership Pipeline
 - Committee member
 - Committee Chair
 - Board position- use a board matrix to track expertise related to organizational needs, age, race, experience

Avoid tokenism- Read about this here <https://blog.boardsource.org/blog/recruiting-for-board-diversity-with-respect>