

Diversity, Equity, Inclusion: A Roadmap for Organizational Maturity



Board Diversity Statistics

Directors from underrepresented groups occupy 17 percent of board seats, up from 14 percent in 2020, the ISS Corporate Solutions data shows. Women, of all races, have also made gains. They now account for 27 percent of all directors, up from 24 percent.



According to a 2017 study undertaken by BoardSource, the boards of directors of nonprofit organizations in this country are no more diverse racially and ethnically than they were 30 years ago. Their Leading with Intent: BoardSource Index of Nonprofit Board Practices (Washington, D.C.: BoardSource, 2021) study shows modest improvement, but minorities still make up only 13% of Board Chief Executives, 17% of Board Chairs and 22% of total board membership.



Harvard Implicit Bias Tests

Age IAT

Skin-tone IAT

Gender-Career IAT

Sexuality IAT

Asian IAT

Presidents IAT

Weapons IAT

Weight IAT

Transgender IAT

Gender-Science IAT

Race IAT

Native IAT

Disability IAT

Religion IAT

Arab-Muslim IAT



HARVARD
UNIVERSITY

Understanding Implicit Bias

<https://kirwaninstitute.osu.edu/article/understanding-implicit-bias>



Kirwan Institute
Many Differences **One Destiny**



Tragedy & Trigger for Change

Establishing Task Forces & Committees:



Both as a Nation and globally, we have been confronted with life-changing and historical events that have impacted us on personal levels, within our organizations and our communities.



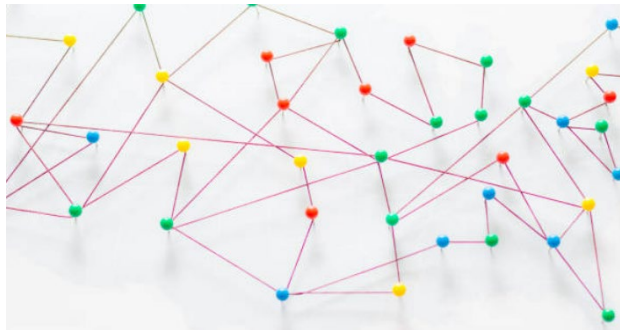
Many have decided it was not enough to make a statement, rather it is incumbent upon us to be much more engaged – to look within ourselves and effect change amongst ourselves. Who are we? Who do we aspire to be? How do we embrace all of the tenets of diversity, equity, inclusion and access?

The Diversity Equity and Inclusion Committee has met faithfully every week, committed to putting shape to something that is representative of everyone whom we serve and everyone with whom we work.



The Building Blocks: Self Governance & Alignment

**Established a Cross-functional
Cross Hierarchal Task Force**



**Developed A Value, Vision, Mission
& Commitment Statement**

We believe all people have the right to equal opportunity and to live a life free from discrimination, prejudice and bias. Ascentria actively embraces teaching tolerance and seeks harmony in difference.



See Statement Handout

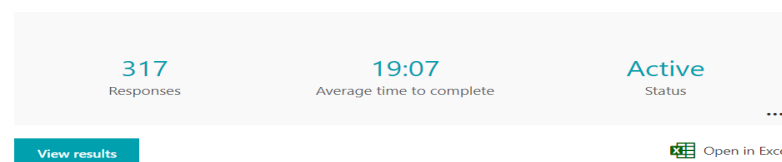


The Building Blocks: Self Assessment & Benchmarking

Built, Issued and Debriefed a Survey (utilized Microsoft product forms.office.com)

- Climate
- Training
- Recommendations for Improvement, top 3
- Free form input

Diversity Equity and Inclusion Survey

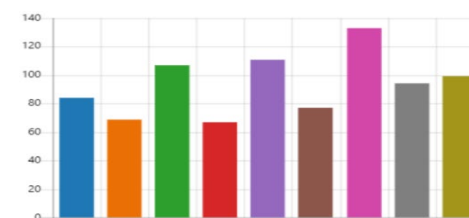
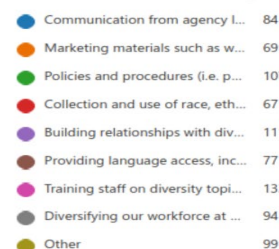


Understand hot buttons, share trends with Executive Team and Board of Directors

■ Very Interested. ■ Interested. ■ Neutral. ■ Not Interested. ■ I do not know what this means.



14. Where do we need to improve?



Harvard Implicit Bias: Senior Leadership, Executive Team and Board of Directors
(Race, Gender-Career, Age)

See Survey Handout



The Building Blocks: Educations

Built and Implemented a Multi-Media Library (utilized Google docs and added link to support Ascentria by purchasing books through Amazon Smile)

[Recommendations](#)

[Books](#)

[Articles and Essays](#)

[Podcasts](#)

[Movies/Documentaries](#)

[Family Friendly Resources](#)

[Miscellaneous](#)

Organizational Training, required for all managers-new review year requirement for all:

- Unpacking Assumptions, situations where miscommunication has occurred between provider and client
- Exploring Unconscious Bias to promote inclusion in the workplace
- Diversity and Cultural Competence, improving staff cultural effectiveness



See Handout



The Building Blocks: Strategic Plan

Developed Strategic Plan to Impact, Develop and Mature DEIA at Ascentria

- Leadership
- Policies and Procedures
- Data Collection and Analysis
- Community Engagement
- Language, Communication and Physical Access
- Staff Diversity, Equity, Inclusion and Access Competence
- Workforce Diversity and Inclusion



Developed Goals and Objectives
Prioritized next 12 months



Future Building Blocks



Dedicated Staffing
Evolution of Task Force to Committee
Continued Connections, i.e. Cultural Cookbook
Client and Community Impact



Additional Questions:

If you would like more information or further this discussion, please contact Fred or Jeanette:

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