

THE CULTURALLY CONSCIOUS BOARD  
BOARD DEPTH SERIES

# Board Culture Placemat

A Tool to Help Boards Get  
Everything on the Table.



FEATURED IN...

## INTENTION

- We consult mission, vision, values during decisions.
- We examine policies for fairness, equity and inclusion.
- We expect status reports on the mission-based promise to stakeholders.
- We are convinced our theory of change makes a difference
- We orchestrate our progress through a strategic plan.

## IMPACT

- We measure our efforts by evidence-based outcomes regularly.
- We avoid dependency and parental mindsets.
- We compare results to stated intentions, promises.
- We harvest learning after events, milestones, fails, wins.
- We recognize, celebrate, encourage efforts of the team.

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## IDENTITY

- We reaffirm our origin story.
- We make values mentionable.
- We align our walk with our talk.
- We honor stakeholders' identities, while true to ours.
- We make time to know our members' stories.

## INVESTMENT

- We require budget priorities to reflect mission intent.
- We fund evidence-based efforts-to-outcome strategies.
- We ask 'how can we afford it (or afford not to)?' instead of 'can we afford it?'
- We model our mission engagement by participating financially.
- We build board capacity through cultural mentors and advisors.

# THE BOARD PLACEMAT

## INVITATION

- We leverage our mission and story to attract stakeholders.
- We recruit members who add capacity, not merely fit.
- We glean stakeholder feedback to lift our cultural blindfolds
- We embody a partnership of equals, a participatory approach.
- We cultivate diverse candidate pools when recruiting.

SET THE  
TABLE

1

MARK  
TRUE OR FALSE.

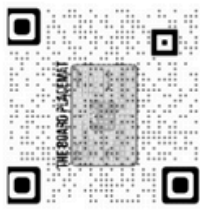
2

COMPARE  
DIFFERENCES.

3

DECIDE:  
START, STOP, SUSTAIN

SCAN ME  
DOWNLOAD, PRINT



NOTES

# Work with Us, Deepen Your Board.

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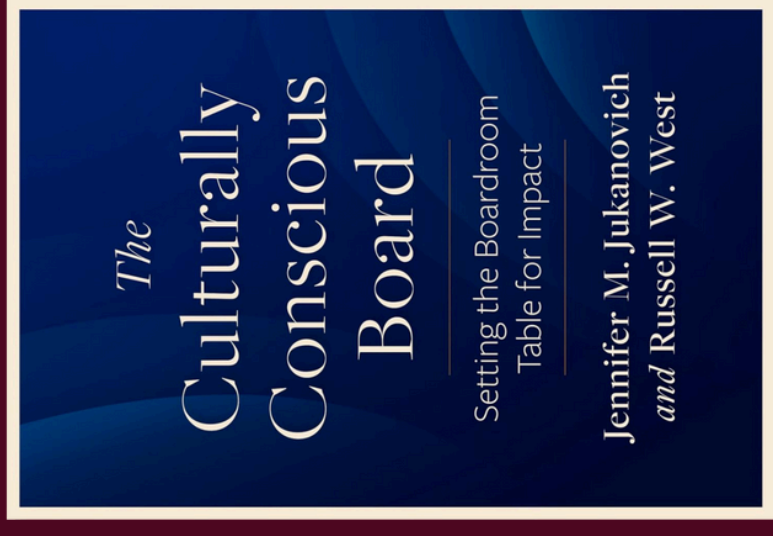
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For Board Support Services,  
contact Jennifer Jukanovich directly  
at [jukanovich@ambactus.com](mailto:jukanovich@ambactus.com).



For Board Support Services, contact  
Russell West at [rw.emergence@live.com](mailto:rw.emergence@live.com).



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