

THE CULTURALLY CONSCIOUS BOARD

BOARD DEPTH SERIES

Board Culture Placemat

A Tool to Help Boards Get
Everything on the Table.

FEATURED IN...

The
Culturally
Conscious
Board

Setting the Boardroom
Table for Impact

Jennifer M. Jukanovich
and Russell W. West

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

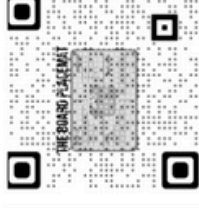
COMPARE
DIFFERENCES.

3

DECIDE:
START, STOP, SUSTAIN

SCAN ME

DOWNLOAD, PRINT



NOTES

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For Board Support Services,
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