

YMCA/LMR Community Conversations: Advancing Equity *Board Edition*

June 6, 2024
11:00am - 12:00pm



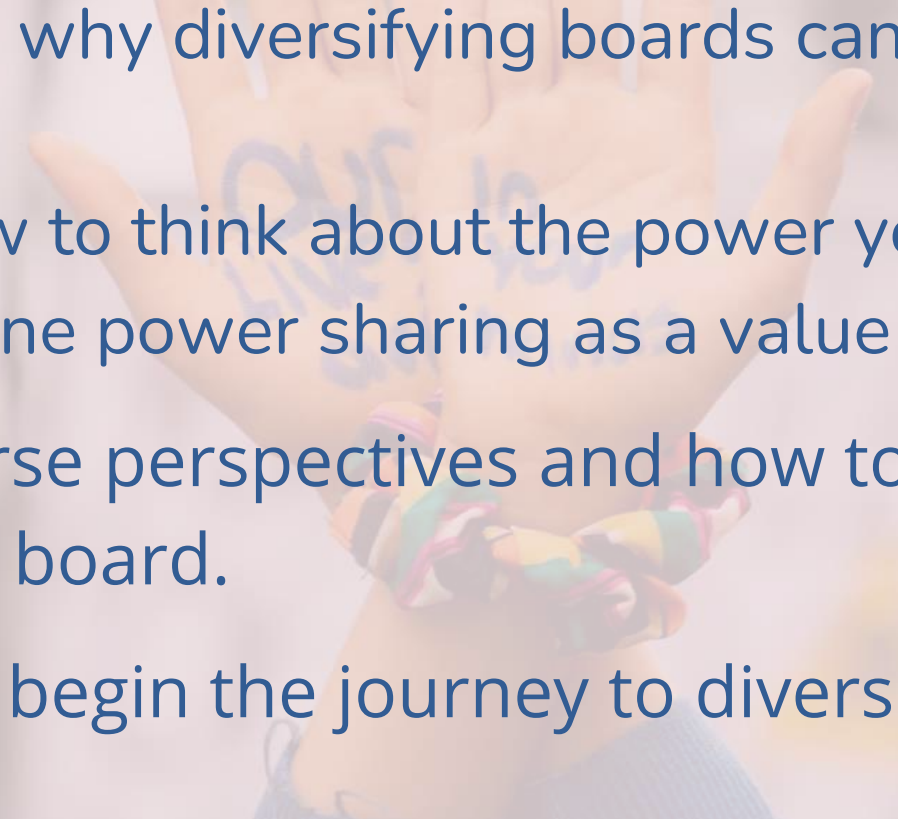
How Will We Be in this Space Together

Invitation for BIPOC to speak first

Take space, make space

Honor each other's experience and speak from your own.

We hope you walk a way with:

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1. Reflection on power and why diversifying boards can be difficult.
 1. An understanding of how to think about the power your board wields and how to imagine power sharing as a value for your board.
 2. The importance of diverse perspectives and how to begin to engage them onto your board.
 3. Practical tips on how to begin the journey to diversifying your boards.



Virginia Community Voice is a 501c3 organization with a mission to equip neighbors in historically marginalized communities to realize their vision for their neighborhoods, and prepare institutions to respond effectively.

Our vision is to build a Commonwealth where decisions are made equitably.



Our Programs

RVA Thrives: Increases neighborhood leadership over decisions affecting Richmond Highway Corridor community

Community Voice Blueprint: Prepares institution to respond effectively to community voice, through training and coaching

WORDS HAVE POWER

Language used at Virginia Community Voice




Equity



Each person has the resources and decision-making power they need to succeed.

Equitable Decision-Making



A process of decision-making in which an institution prioritizes the voices of people most impacted by inequities, and shares control with them.



Community

A group of people joined together by a shared geography, interest, challenge, or identity.



Equitable Community Engagement

A process of engaging people in a marginalized community that promotes their ownership and leadership over the issues and solutions that impact them.



One-to-One



A scheduled face-to-face meeting for the purposes of building relationships, uncovering common issues and self-interest, and identifying community leaders.



Marginalized



Communities that have been systematically denied the resources and decision-making power they need to succeed.



Lived Experience Expert



In the context of social justice, racial equity, and community engagement work, we identify experts as individuals with lived experience. We prioritize lived experience over expertise rooted in academic study or institutional credentialing.

Equitable / Representative Tables

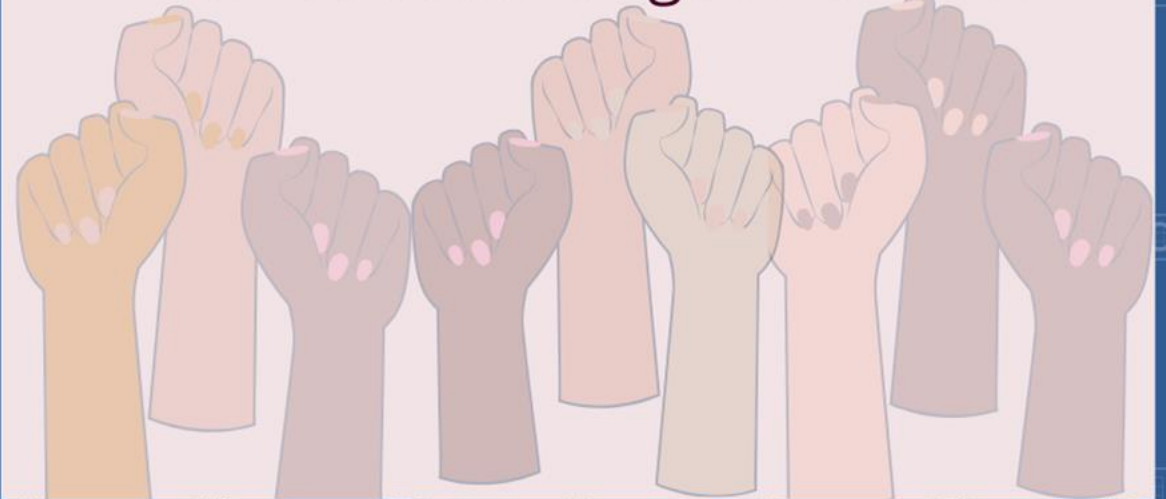
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A table that is demographically representative and is mostly made up of people who are directly impacted by inequities.

Power

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The ability to help or hurt. Power can be used for good or bad.



Is your organization power-sharing?



Activity - Who makes decisions at in your organization?

Use the provided handout to reflect on who makes decisions in your organization and who you want to engage in your community.

Write them down either on this sheet or in a notebook.





Activity Reflection

Small Group Discussions

- Who was listed on each side?
- What were the similarities between these two groups?
- What were the differences?
- What will it take to move those named in the left column to the right column?

Decision-Making Tables

Who You Want to Engage

In the Community

Community | Clients | Constituents | Service Area | Marginalized Group | Directly Impacted

Race	_____
Gender	_____
Age	_____
Income	_____
Language	_____
Ability	_____

Who Makes Decisions

In Your Organization

Board | Staff | Advisory Committee | Leadership Team

Race	_____
Gender	_____
Age	_____
Income	_____
Language	_____
Ability	_____

Who is missing from decision-making tables in your organization?

Diversity is not improving

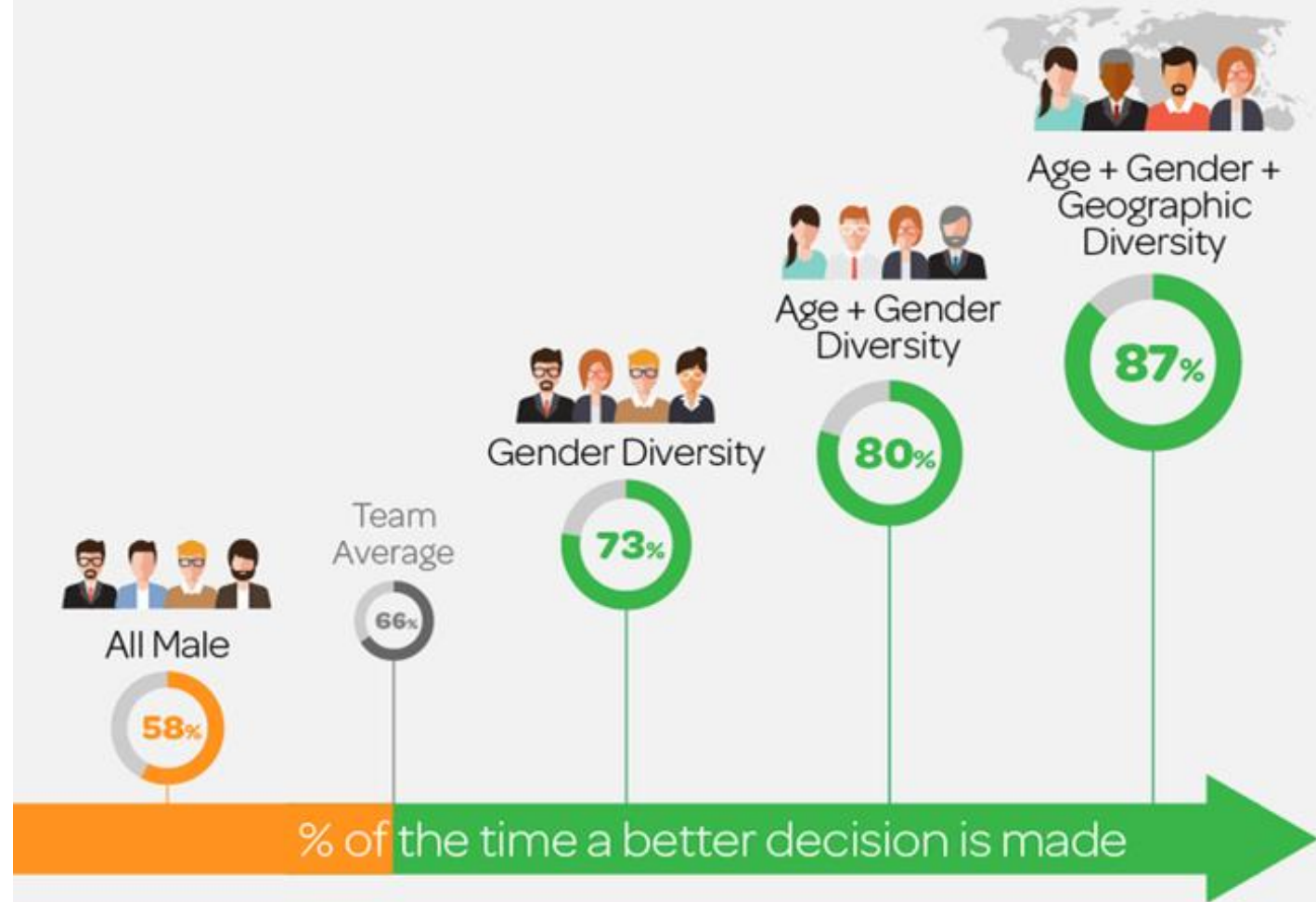


40% of the US population are people of color

Yet, people of color comprise:

- 10% of nonprofit CEOs
- 10% of board chairs
- 16% of board members

Value of Diverse Perspectives in Decision-Making Groups



Diverse teams make better decisions up to **87%** of the time.



Power without love is reckless and abusive, and love without power is sentimental and anemic. Power at its best is love implementing the demands of justice, and justice at its best is power correcting everything that stands against love.

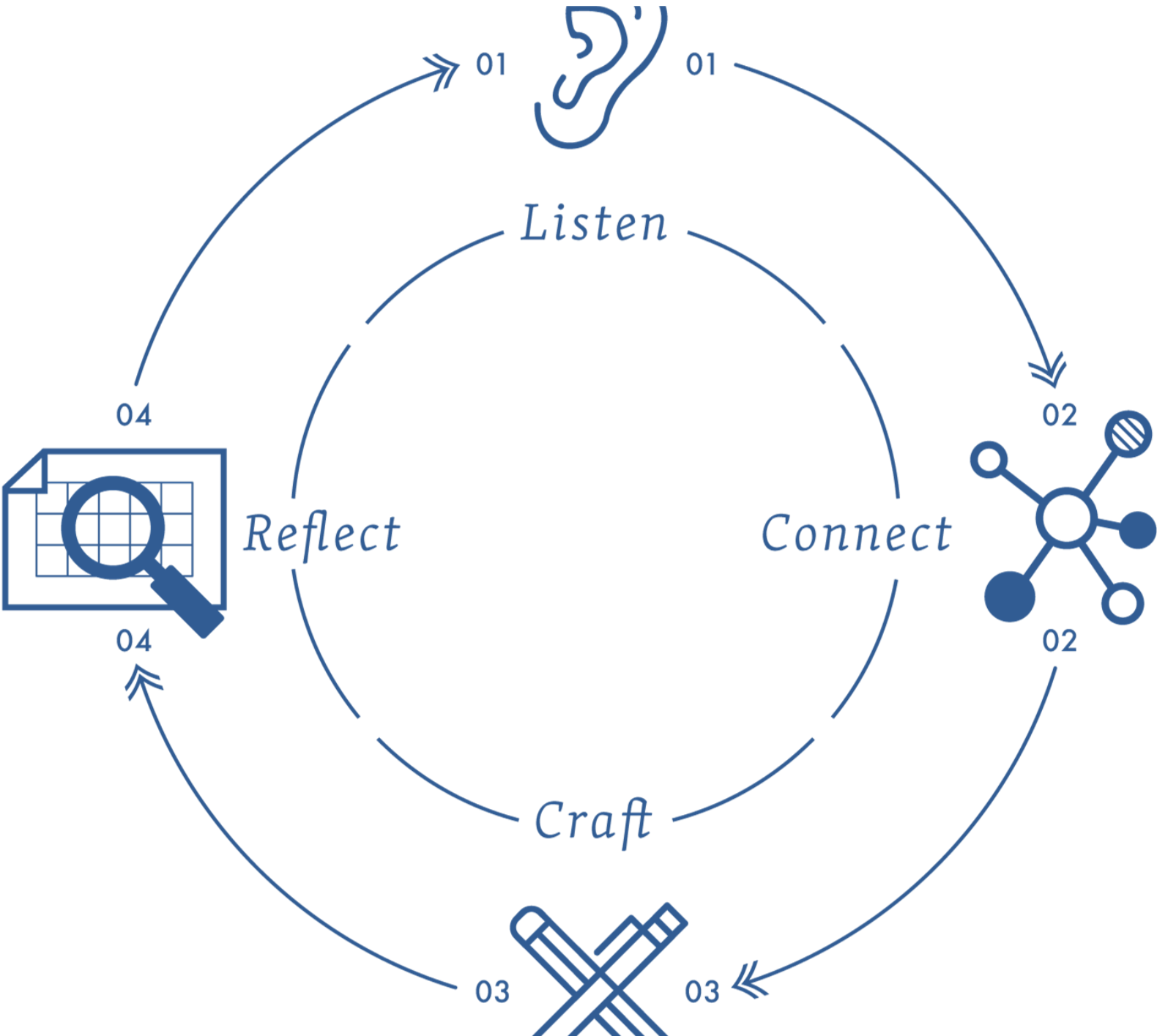
- *Rev. Dr. Martin Luther King Jr.*

Now that we understand why power-sharing and shared decision-making is important:

How do we do it?



Community Voice Process



Examine **Internal** Policies & Practices

- Mission, vision, values
- Staff & Board Training
- Staff demographics
- How feedback is incorporated





Integrating People Directly Impacted

- Recognize the power dynamics
- Acknowledge discomfort for POC
- Intentionally work to ensure people feel equal
- Avoid tokenism