

Recruitment and Board Diversification: Strategies to Diversify Boards of Education at Community Colleges

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What work do you want to accomplish?

- Develop a list of *Best Practices* and strategies to recruit and retain diverse boards
- Develop and provide a definition for a Diverse Board
- Present a presentation for the spring OCCA conference
- Prepare recommendations for the OCCA full board to distribute to all boards
- Provide resources for current and future board members
- Develop mentoring programs across the campuses
- Develop retention planning for BIPOC board members

What does it mean to be a diverse board?

- The board should be a reflection of the constituents they serve
- Diversification should reflect an intersectionality of race, gender, sexual identity, age, ability/disability, religious/spiritual beliefs, etc
- A diverse board should also reflect a *diversification of views* of the people they serve
- A diverse board should reflect different work experiences, life experiences, professional backgrounds, socioeconomic status, educational experience

Networking- Making connections

- Work with your DEI Officer to Identify local BIPOC community groups and develop a plan to be introduced into the group
- Do your homework; learn about the group; know about them; show an openness
- Reach out to the leadership to determine how to become involved
- Join the BIPOC Groups and get to know the members
- Find someone within the BIPOC Community to explain protocol/culture
- Becoming an active member/participant of the group
- Be intentional in reaching out
- Ask how the college can help their members
- Explain ways that we can help their members
- Explain how by being on the board, they can make a difference

Building the Pipeline

- Invite BIPOC community to volunteer at the college
- Invite BOPOC community to be on your Foundation
- Invite BIPOC community to serve on your Budget Committee
- Invite BIPOC community to serve on your Bond Oversight Committee and Advisory Committee
- Celebrate and honor BIPOC community on speaker panels, awards ceremonies, etc
- Invite BIPOC community to give guest lectures
- Visit faith based organizations

Building Relationships Through Self-Reflection

- Reflect on your own personal and professional relationships
- Reflect on your diversification of your friends, peer group, professional group
- Reach out to invite new friends of color to lunch, coffee, meetings etc.
- Seek out help/assistance from someone of influence to help build your relationship circle
- Join/attend meetings of diverse populations and get to know the members
- Support BIPOC organizations through a donation

Supporting Applicants in the Campaign/Election Process

- Reach out to someone you are recruiting and offer to assist with the campaign
- Invite them to coffee with other board members to share their campaign experience
- Help them raise money.
- Offer to lead their campaign
- Offer to introduce them to influential voters
- Help get letters of support and endorsements from key constituent groups

Use Intentional Strategies

- Begin succession planning early- as much as a year before you go off the board
- Consider leaving early to bring in someone intentionally. Incumbency is a barrier to diversity.
- Consider term limits (2 terms of 4 years)

Retention

- Onboarding-Board Chair/President/Sub-Committee
- Mentorship-Seasoned board members; check-ins

Gathering Resources

- DEI Officer
- HR Staff
- Multi-cultural Center
- Gender Equity Center
- Cultural Affinity Groups (African American, Asian-Pacific Islander, Hispanic/Latinx, Native American)
- OCCA

Timeline

Winter 2022- Engage BIPOC consultation on our strategies

Winter 2022- Review literature on developing a diverse board (AACC and ACCT)

Winter 2022- Develop a presentation for OCCA conference

Winter 2022- Have strategies adopted by the whole DEI committee

Spring 2022- Present at the Spring Conference