

# THE **NEW** PHILANTHROPISTS

## THE **NONPROFIT BOARD DIVERSITY PROGRAM**

The Nonprofit Board Diversity Program is a multi-stage, one-year program designed to move nonprofit boards from assessment to placement. While every nonprofit board is different, the following is an outline of how most boards will move through the program.

### BOARD DIVERSITY PROGRAM

The full process from assessment to placement, a hands-on, in-depth process tailored to your board. Invest in the long-term diversity of your board and let us find and prepare the best board members for your needs.

### FIRST LOOK

A board diversity & inclusion assessment program

Join our annual cohort to assess your board's readiness for diversity and measure your degree of inclusion, and develop a baseline or foundation of the DEI journey and strategies on how to move forward.

**1**  
**ASSESSMENT**  
(6 months)

IDI Assessment Tool for Board  
Individual Interviews for Board Members



IDI Assessment Tool for Board

**1**  
**ASSESSMENT**

**2**  
**FEEDBACK**

IDI Individual Feedback  
IDI Board Feedback Workshop to review results, action items & recruitment strategies to implement



IDI Board Feedback Workshop to review results, action items & recruitment strategies to implement

**2**  
**FEEDBACK**

**3**  
**DIVERSITY PLAN**  
(2 months)

Develop Board Inclusion Goals & Diversity Plan  
Activate Diversity Plan  
Identify Board Prospects



**4**  
**PLACEMENT**  
(4 months)

Recruitment & Onboarding Process:  
- Interviews  
- Site visits  
- Guest at board meeting  
- Placement decision



**5**  
**POST PLACEMENT ASSESSMENT**

Interview of Placement & Executive Staff  
IDI Group Reassessment at One-Year Mark  
Address Issues & Make Plan to Resolve



*Fees may range from \$4,000 - \$5,000 per phase, depending on board size and board needs.*

*Foundation match grants will be accepted.*

*\*IDI Assessment Tool: Intercultural Development Inventory (LINK: <https://idiinventory.com/generalinformation/>)*