



STARTING THE EQUITY, DIVERSITY, AND INCLUSION CONVERSATION WITH YOUR BOARD

Talking about equity, diversity, and inclusion isn't always easy. But it's a critical first step to ensuring that our work is guided by these values and priorities. Our YNPN vision of stronger communities supported by a diverse and powerful nonprofit sector can only be achieved by making our network and the sector as a whole more equitable, diverse, and inclusive. So, take a deep breath, hug/high-five/hand-shake your neighbor, and let's get the conversation started!

Tips for Having a Productive Conversation about EDI:

Make space for different viewpoints, perspectives, and experiences to be shared.

Remember that each person's experiences and feelings are valid.

Listen carefully and actively.

Avoid making assumptions or jumping to conclusions. Ask questions to get more information.

Model being authentic and honest, and support others in this as well.

Celebrate your successes and bright spots!

Read **YNPN National's** Stance on [Diversity, Equity and Inclusion](http://www.ynnpn.org/equity-diversity-inclusion) : <http://www.ynnpn.org/equity-diversity-inclusion>

Sample EDI Conversation Design:

Context	<ul style="list-style-type: none">•Set the context for why your chapter is having the conversation•You might share that EDI is a National priority and/or you may choose to share something meaningful and relevant to your chapter or your region.
Brainstorm	<ul style="list-style-type: none">•Ask your board the following questions (flipchart/capture responses):•What does diversity mean to you?•What does inclusion mean to you?•What does equity mean to you?
Ask	<ul style="list-style-type: none">•What does it look like if our chapter is practice equity, diversity and inclusion perfectly? (Flipchart/capture responses)
Think	<ul style="list-style-type: none">•Think about leadership, programming, communications, membership, partnerships, advocacy
Discuss	<ul style="list-style-type: none">•How are we as a chapter doing on equity, diversity, and inclusion so far?•Where are we living our values?•Where do we have room to improve?•Identify: What are 3-5 priorities we want to move forward on in the next 3 months? (flipchart/capture responses)What are the next steps? Who is taking responsibility?

Additional Resources

- **D5 Coalition Communications Tool:** <http://www.d5coalition.org/tools/communication-tools/>
- **Getting Comfortable with Conflict:** Strategic Conversations at the Kalamazoo Community Foundation : http://www.d5coalition.org/wp-content/uploads/2013/11/KCF_case-study_PRINT-1.pdf

Have additional ideas or resources to add? Share them with chaptersupport@ynpn.org.

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