

Commitment to Diversity Checklist

The following is a checklist tool that can be applied to your board as a whole. Where your board is unable to check off an item, use this checklist to begin a discussion on strategies to address cultural competence.

- Board actively supports diversity, including:
 - Board recruits members who can speak languages in addition to English.
 - Board recruits members from culturally and linguistically diverse populations.
 - Board recruits persons from culturally or linguistically diverse backgrounds into leadership roles.
- Board has policies or procedures in place to assure that new board members are provided with training, technical assistance, and other supports necessary to work effectively on the board.
- Board has fiscal support for the participation of culturally or linguistically diverse members.
- Board has policies and allocated resources for the provision of translation and interpretation services, and communication in alternative formats.
- Board has a policy and procedures for member recruitment and retention that will achieve the goal of a diverse and culturally competent board.
- Board has a mission statement that articulates its principles, rationale and values for culturally and linguistically competent policies.
- Board's mission statement has been communicated and shared with all board members.
- Board engages in periodic review of the mission statement to make sure it is being used and addressed.
- Board acknowledges that conflict exists and has systems in place to address them, including:
 - Board uses a variety of decision making processes, including consensus building and cooperative problem solving, when conflict arises.
 - Board has a policy or policies prohibiting discrimination, harassment, and inappropriate language or behaviors, ensures that all members are made aware of those policies, and ensures that those policies are enforced.
 - Board seeks feedback regarding any behaviors and language that could interfere with effective working relationships.

Adapted from the Anti Defamation League's "Leadership Commitment and Behavior"; T.D. Goode's 1989 (revised 2002) Checklist "Promoting cultural and linguistic competence self-assessment checklist for personnel"; and the National Center for Cultural Competence.