

The Governance Institute

DE&I Discussion Questions for the Board

Strategic Oversight:

- Does the organization have a DE&I strategy in place or in development?
- Is the DE&I strategy aligned with the overall organizational strategy?
- What investments are being made to implement the DE&I strategy?
- What performance measures will be used to monitor progress of the DE&I priorities?

Quality Oversight:

- Are the quality committee and the board reviewing health equity data regularly?
- What investments are being made to impact health inequities?
- How can the board foster more dialogue around health equity in policy making, strategy development, and investment decisions?

Board Composition and Culture:

- What is the current composition of the board across multiple dimensions of diversity (race, ethnicity, gender, sexual orientation, professional experience, skillsets, etc.)?
- Does the organization have a multi-year cultivation plan, and does it aim to increase diversity?
- How will board-level diversity and inclusion efforts be measured?

Championship and Advocacy:

- How can directors best demonstrate support for staff?
- How can directors best share the organization's DE&I journey in the community?