

Building an Inclusive Board

A chair's checklist for
inclusive meetings

Board chairs must be intentional when creating an inclusive board culture. One important way to develop that culture is to reflect on what went on during the meeting and what the chair may need to do differently or continue doing. Here are nine key questions for board chairs to ask themselves post-board meeting.

- Have I connected with board members in advance of the board meeting to ensure they are ready and comfortable and prepared to discuss the issues at hand?

- How do my board members feel about this board? How regularly am I assessing their energy and contribution levels?

- How was the agenda structured to ensure breadth of leadership and balance of voice?

- How did we broaden perspectives and understanding?

- Has everyone had an opportunity to speak?

- Did any one person dominate a discussion?

- Did we get to consensus too quickly or have we considered the opposing perspective(s)?

- Are we missing critical perspectives?

- How have we invited debate on the issue not the person?