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**BOARD DIVERSITY MATRIX**

**Does your board have the skills and perspectives necessary to govern?**

Increase the productivity of your board by ensuring you have the right mix of people. The right mix means:

* Your board should reflect the diversity of the population you serve, should be serving, or has a vested interest in your success. Age, race, gender identity, ability, experience, and geography are just a few of the factors that should be considered.
* Your board possesses the full range of skills and expertise necessary to facilitate governing in furtherance of your mission. For help determining what these should be, refer to your strategic plan, governing documents, and leadership.

Use the grid on the next page to analyze your board’s composition. The categories along the side can be changed to reflect the specific needs of your chapter. You may not have every category covered every board rotation, but over time you want to insure there is consistent representation of all interested parties. This can also highlight areas where the work of the board might be supplemented by committees. Leveraging the expertise of people outside of your board can be a valuable tool.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Board Member Name | Board Member |  |  |  |  |  |  |  |  |  |  |
| Gender |  |  |  |  |  |  |  |  |  |  |  |
| Female |  |  |  |  |  |  |  |  |  |  |  |
| Male |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary |  |  |  |  |  |  |  |  |  |  |  |
| Prefer not to disclose |  |  |  |  |  |  |  |  |  |  |  |
| Age |  |  |  |  |  |  |  |  |  |  |  |
| 21-35 |  |  |  |  |  |  |  |  |  |  |  |
| 36-50 |  |  |  |  |  |  |  |  |  |  |  |
| 51-65 |  |  |  |  |  |  |  |  |  |  |  |
| Over 65 |  |  |  |  |  |  |  |  |  |  |  |
| Prefer not to disclose |  |  |  |  |  |  |  |  |  |  |  |
| Race/Ethnicity |  |  |  |  |  |  |  |  |  |  |  |
| Asian |  |  |  |  |  |  |  |  |  |  |  |
| Black/African American |  |  |  |  |  |  |  |  |  |  |  |
| Hispanic/Latinx |  |  |  |  |  |  |  |  |  |  |  |
| Native American/Indigenous |  |  |  |  |  |  |  |  |  |  |  |
| White |  |  |  |  |  |  |  |  |  |  |  |
| Other |  |  |  |  |  |  |  |  |  |  |  |
| Prefer not to disclose |  |  |  |  |  |  |  |  |  |  |  |
| Expertise |  |  |  |  |  |  |  |  |  |  |  |
| Program |  |  |  |  |  |  |  |  |  |  |  |
| Planning/Evaluation |  |  |  |  |  |  |  |  |  |  |  |
| Legal |  |  |  |  |  |  |  |  |  |  |  |
| Personnel Administration |  |  |  |  |  |  |  |  |  |  |  |
| Graphic Design |  |  |  |  |  |  |  |  |  |  |  |
| Fundraising |  |  |  |  |  |  |  |  |  |  |  |
| Financial Management |  |  |  |  |  |  |  |  |  |  |  |
| Marketing |  |  |  |  |  |  |  |  |  |  |  |
| Business Development |  |  |  |  |  |  |  |  |  |  |  |
| Architecture |  |  |  |  |  |  |  |  |  |  |  |
| Engineering |  |  |  |  |  |  |  |  |  |  |  |
| Construction |  |  |  |  |  |  |  |  |  |  |  |
| Social Media |  |  |  |  |  |  |  |  |  |  |  |
| Networking |  |  |  |  |  |  |  |  |  |  |  |
| Affiliation |  |  |  |  |  |  |  |  |  |  |  |
| Union |  |  |  |  |  |  |  |  |  |  |  |
| Law Enforcement |  |  |  |  |  |  |  |  |  |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |
| Political |  |  |  |  |  |  |  |  |  |  |  |
| Corporate |  |  |  |  |  |  |  |  |  |  |  |
| Media |  |  |  |  |  |  |  |  |  |  |  |
| Small Business |  |  |  |  |  |  |  |  |  |  |  |
| City/County/State |  |  |  |  |  |  |  |  |  |  |  |