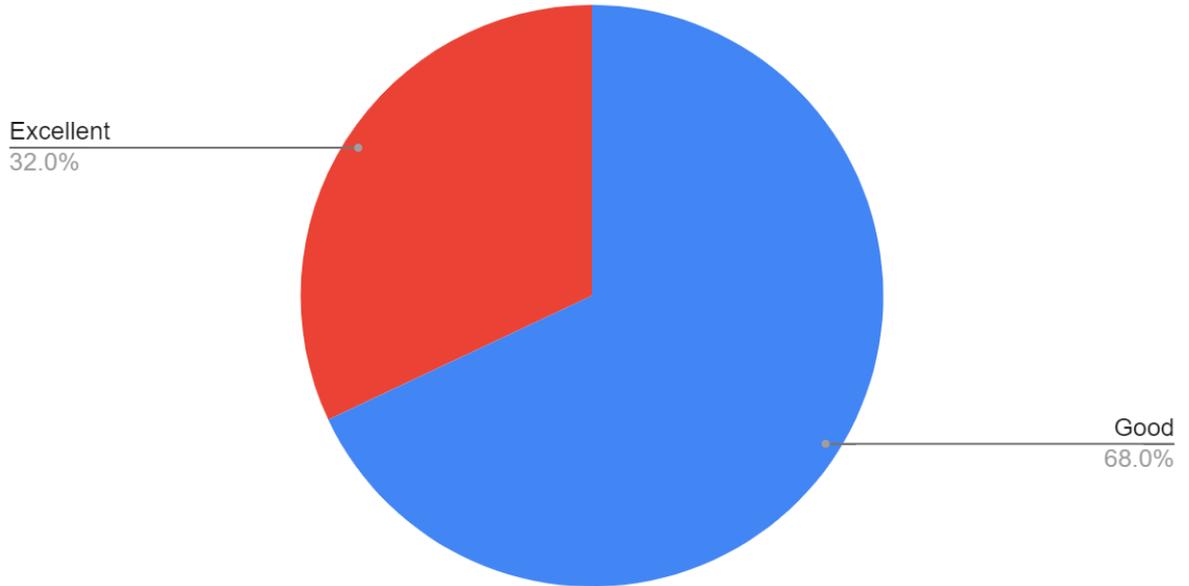
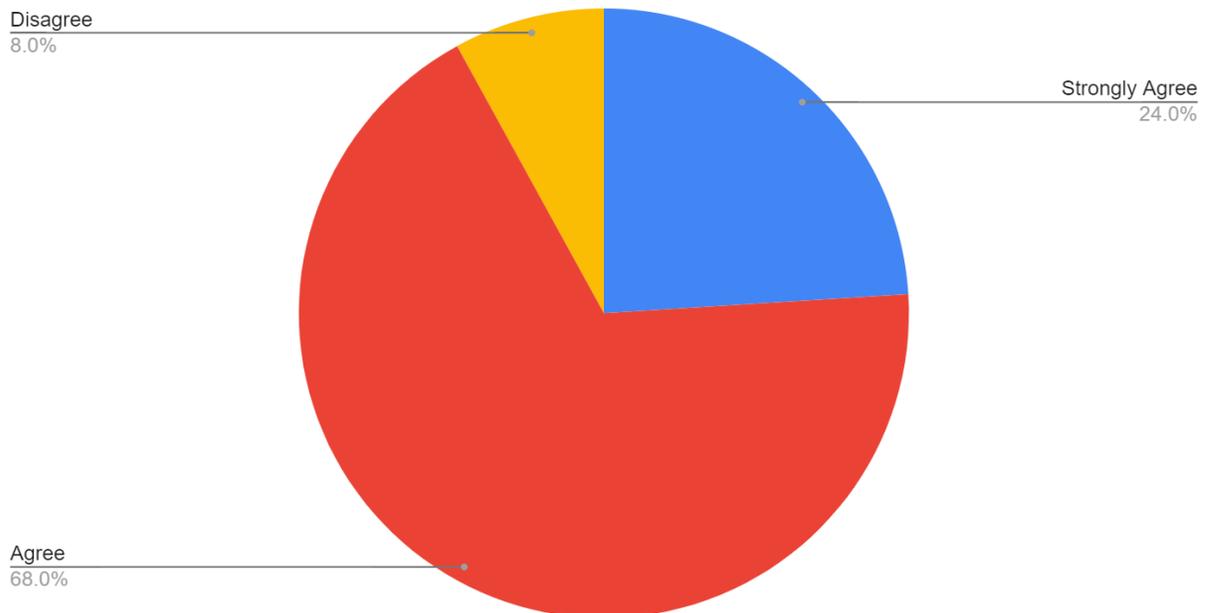


LEAD with Intent - Survey Summary (n = 26)

Please rate the quality of the workshop's virtual audio and video production standards.

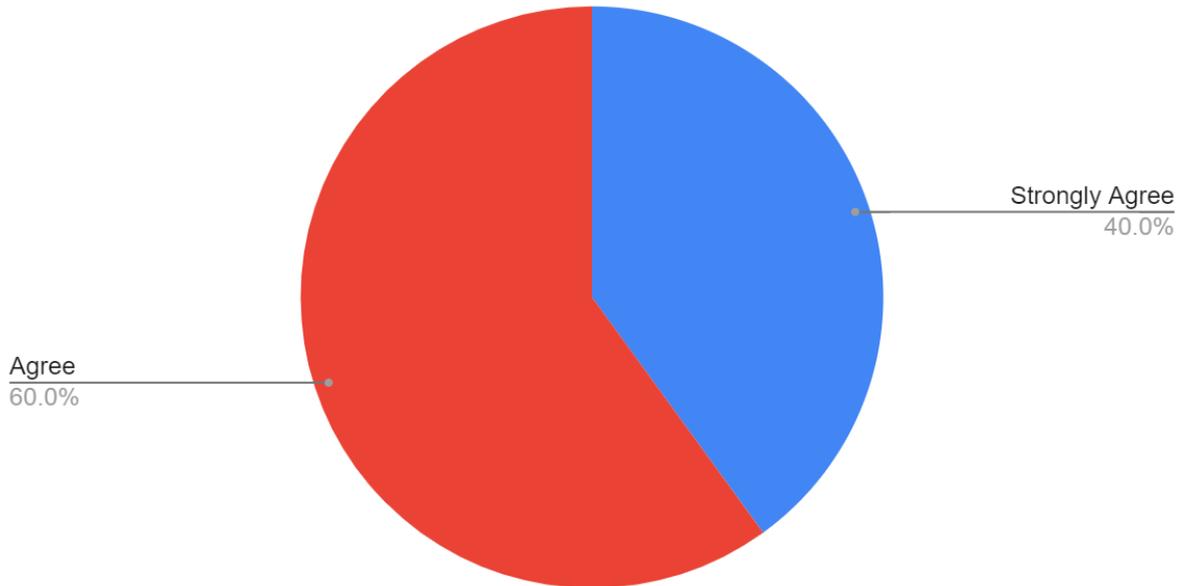


The facilitators competently addressed our organization's specific issues regarding Board member diversity and inclusion.

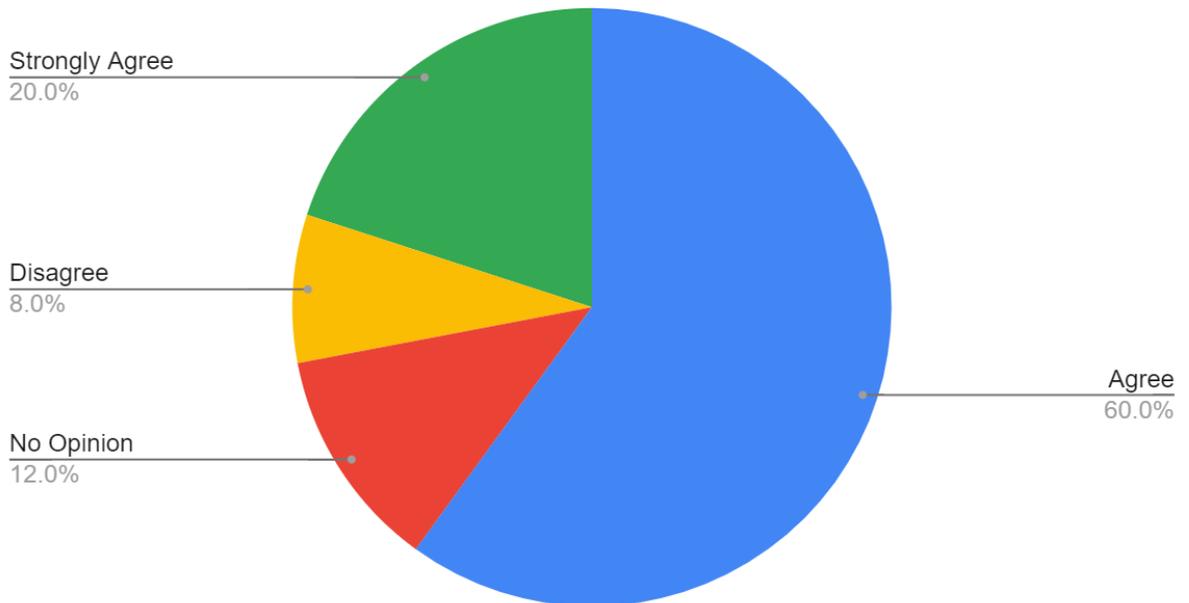


LEAD with Intent - Survey Summary (n = 26)

The facilitators provided helpful and relevant responses to questions and comments from the participants.

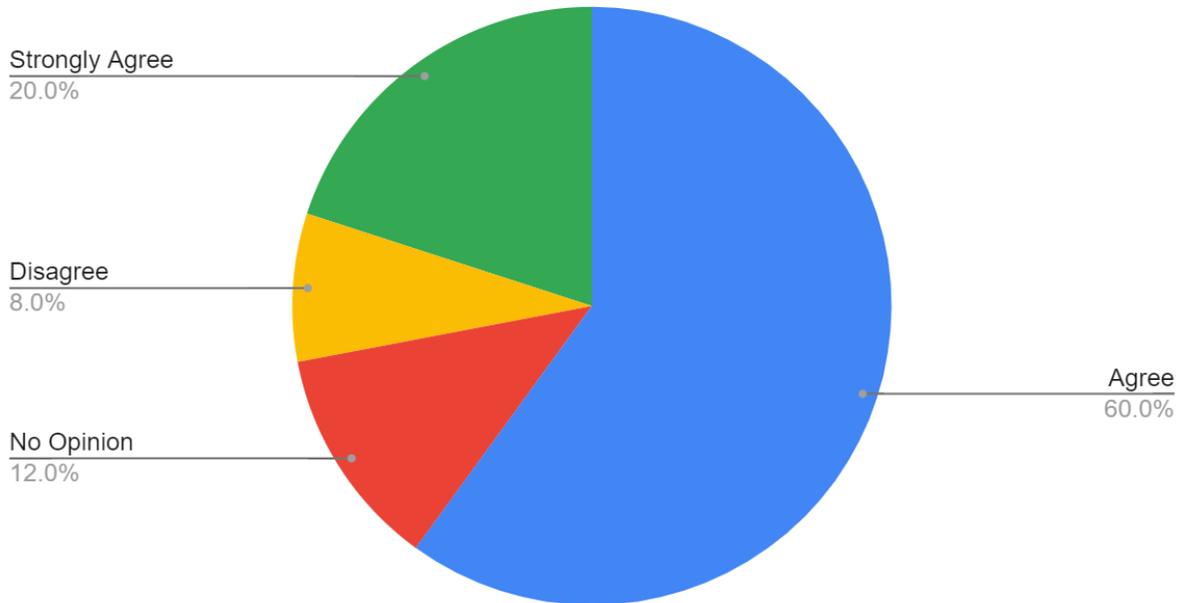


The Inclusion Map provided information that will help our Board gain access to qualified Latino board member candidates.

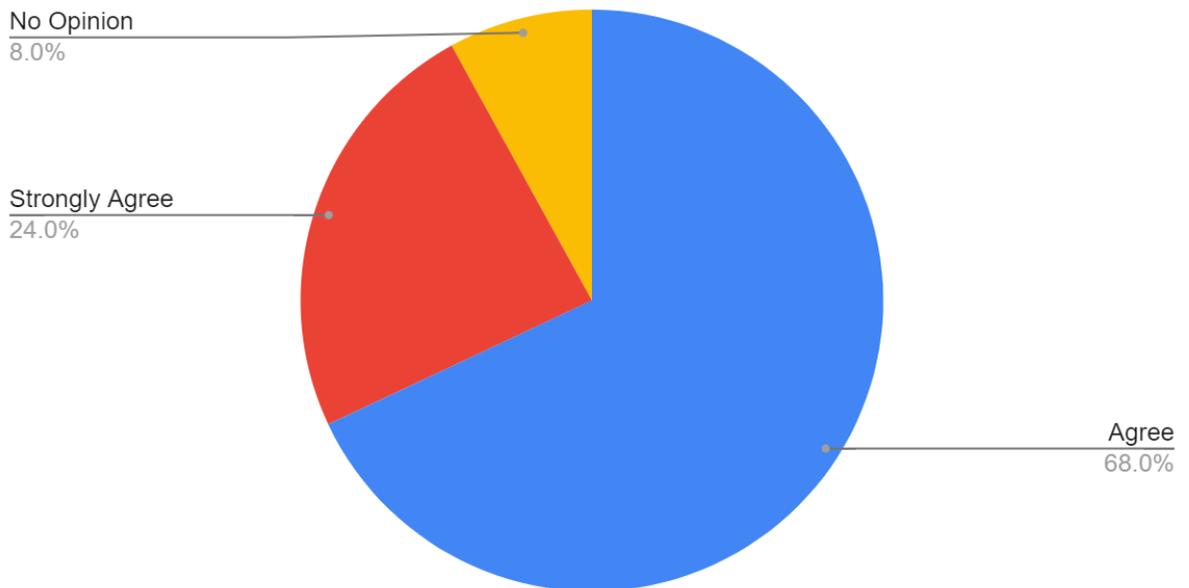


LEAD with Intent - Survey Summary (n = 26)

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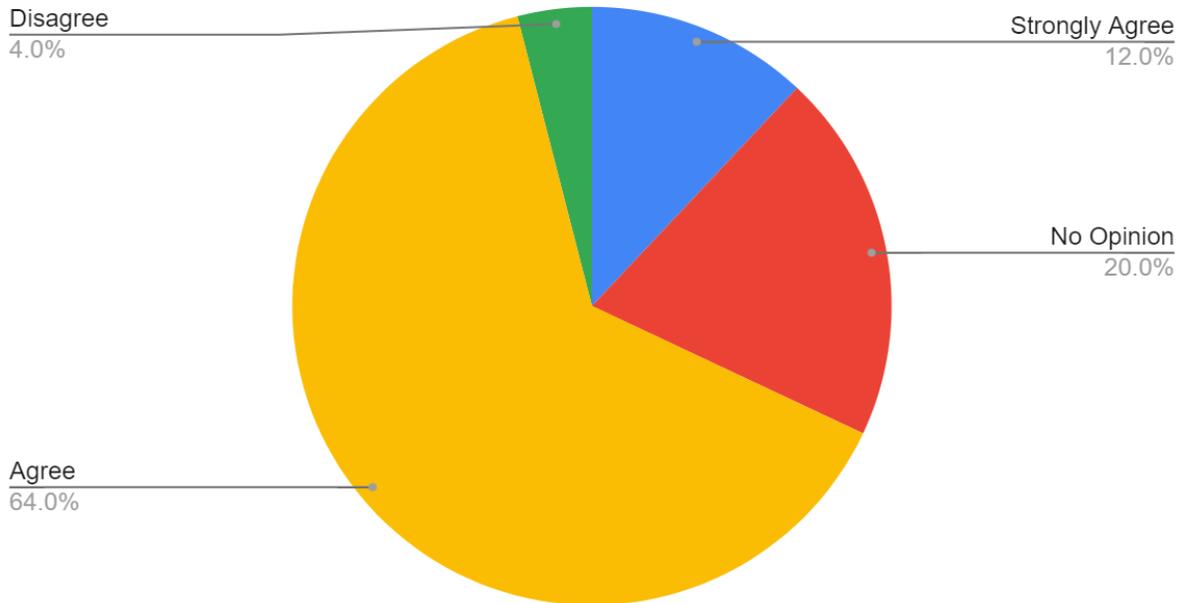


As a result of the workshop, our organization is better equipped to prepare a meaningful Inclusion Statement.

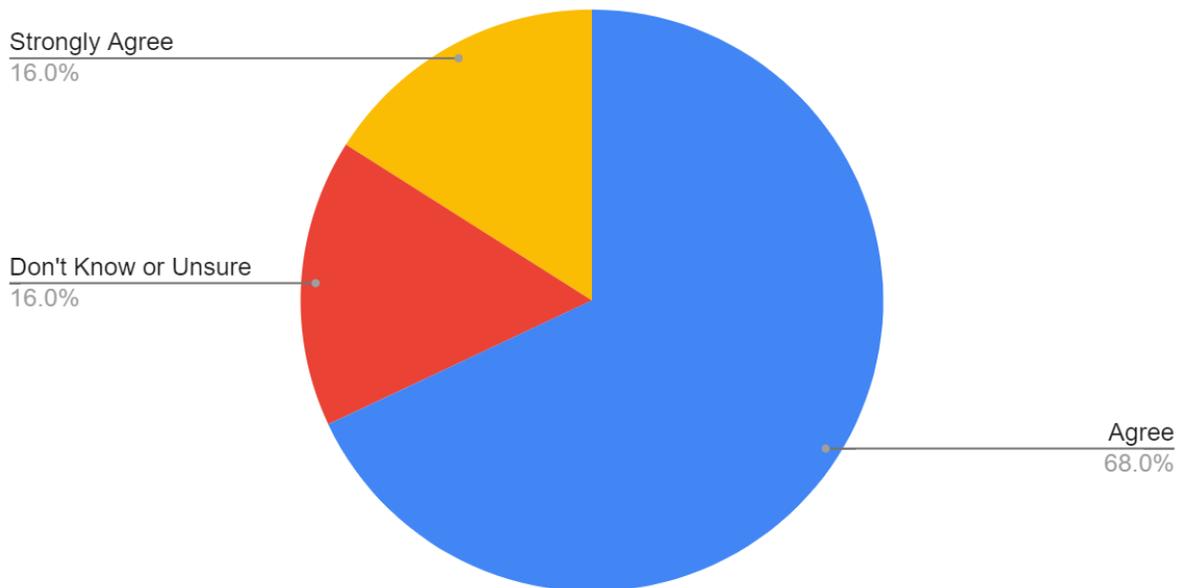


LEAD with Intent - Survey Summary (n = 26)

As a result of the workshop, the Board is better prepared to develop and achieve specific goals and timelines to recruit Latino board members.



As a result of the workshop, it is more likely that Latinos will be serving on the Board in the next two years.



LEAD with Intent - Survey Summary (n = 26)

Considering your complete experience at this workshop, how likely is it that you would recommend the workshop for other nonprofit boards?

Response range of 1 to 5 where 1 = "Very Unlikely" and 5 = "Very Likely"

- Eight respondents selected "3"
- Eleven respondents selected "4"
- Six respondents selected "5"

What about the workshop was MOST valuable to you? Why?

- Awareness of our BoD members varying personal perspectives of where we stand currently on inclusion. Analyzing other non-profit statements inspired me to look into multiple groups and recognize the wide range of statements from broad range like NRDC to very specific like LA Waterkeepers. Suggestion for Ad-hoc committee for DEI on BoD is useful.
- Indication that there remain aspects of our Board activities, and Board member opinions/statements, that lead to an environment that some may find unwelcoming or uncomfortable (and justifiably so).
- An outside perspective of HTB.
- An informed, outside perspective on how HTB board is and is not being honest about impacts of race/bias on our organization, and now it is and is not able to be inclusive of non-white members/viewpoints.
- More exposure. Improving communication. Helping to connect all of our expectations.
- Listing of potential sources of Latino board members
- A good series of conversations raising important questions and highlighting Board shortcomings and areas that need improvement
- The survey was an excellent exercise for STF, and I'm glad there were so many responses. The inclusion map that followed was like a mirror— for better and for worse!
- Inclusion mapping was insightful. Understanding the ethnic composition of the populations we serve was helpful.
- The inclusion map and specifically the challenges and areas of needed improvement. Also, the discussion about the board's inclusion statement and goals - I think it made them uncomfortable, which is a good thing.
- The recommendation and guidance for how to proceed because Latinos Lear has more experience than the board in this area.
- The survey results held up a mirror to our current practices and how they can be limiting to recruiting and retaining board members. Our board has been largely the same with minor additions for the past 10 - 15 years. While this is a difficult conversation and thought process for them - I think this started the process rolling. Thank you.

LEAD with Intent - Survey Summary (n = 26)

What about the workshop was MOST valuable to you? Why? (cont.)

- Having a structured opportunity to consider what we need to do to improve the STF's Board engagement and support so that it is providing equal support to all Board members, especially those who are going to be coming to the Board and then how we can be open to possible modifications to decision making processes.
- The second half, when board members participated and began to articulate their visions.
- The additional perspective of where and how to recruit Latino board members
- Increase sense of urgency around this issue
- Calling attention to the network we can tap to recruit new board members.
- Your outside perspective on issues on how we attract latinos to the board was clarifying. We are often too close to things and lose the forest for the trees.
- Your suggestions on where and how to find potential board members
- The level of customized relevant detail. Taking the time to research the relevant resources within the client's community and reach, naming specific people and organizations to reach out to for relationship-building, partnerships, and potential board members.
- Laying out why it's important to diversify the board with Latinos and tying it back to the history and context of that specific area, then dispelling common myths, and backing it all up with data.
- Tough love - you didn't pull punches and gave us the wake up call we needed.
- Defined areas to address
- Specific recruiting ideas and encouragement to establish timelines and metrics
- The approach for how to recruit new board members, reaching outside of "your circle".
- Critical look at current state of preparedness for recruiting and retaining Latino board members.

LEAD with Intent - Survey Summary (n = 26)

What about the workshop was the LEAST valuable to you? Why?

- Hard to read some of the slides that are dense. Better to pull out the specific points than for us to search for them.
- As a general suggestion, I think less time could have been spent on recapping the Inclusion Map (as we were asked to read it thoroughly in advance). That would have enabled more time to be spent on how the Board might develop specific goals (or a process to achieve) for recruiting Latino members. In other words, I think we could have spent less time identifying the various ways and degree to which the organization doesn't reflect its operating or constituency bases, and more on how to chart a path forward.
- all was valuable
- The workshop was a tightly run 3 hours - there was no wasted time or discussion and I can't think of any part that was not valuable.
- Nice to have even more members on

- It seemed as though the assessment of the survey results was misaligned with the participant's views and potentially indicative of the need to critically assess the survey questions.
- We also seemed to spend a significant amount of time discussing inclusion statements when we may have been better served discussing how to practically recruit Latino board members and coming up with action steps.
- following up on Q10, not a lot of help in how to fix the issues or shortcomings that were identified.
- The tone. We board members felt scolded. Perhaps there is 'learning' needed for us, under Jess' guidance.
- The tone was admonishing.
- I felt the board was resistant to the feedback and may not incorporate the elements to the extent that would be most beneficial. I doubt that the session was heard and will be acted on.
- The characterization of the current board composition because it prevented some board members from receiving the important message being conveyed by Latinos Lead.
- Having staff hear racist/sexist comments/thoughts/values. I wanted this process to be professional development for a staffer who is overseeing our DEIB consultant on the staff side. The members of the board who participated were rude and callous in regards to potential board members.
- While it was important to hear about gaps in the current STF Board makeup and commitment to inclusion, I understood the issue fairly quickly. Repeating the problem several times wasn't helpful. It would be more helpful to focus more on strategies.
- The first half which limited participation
- I'm mixed on the need for the inclusion statement as a separate statement. It will definitely be part of the discussion at the Strategic planning meeting.
- Redundant info to previous JEDI training in the beginning. The heavy sell at the end.
- Too many breaks.

LEAD with Intent - Survey Summary (n = 26)

What about the workshop was the LEAST valuable to you? Why? (cont.)

- Latinos LEAD dominated the discussion leaving less time for interaction. We needed less time to be convinced it's the right thing to do and more time on how to execute.
- Would have been good to have more of a two-way conversation. Also maybe make it two sessions - three hours was too long for a Zoom meeting.
- Not sure at the moment. I think all of it was important even if some already knew some of the info. Sometimes, it takes hearing things over and over from different angles for the understanding and importance to sink in, as well as improving self-efficacy.
- I would have liked more interactive components - it was a lot of listening and not much discussion.
- I know that the workshop focused on Latino issues, but that seemed to exclude other important segments of the population.
- Thought everything was valuable and educational.

Please add any comments or suggestions that you feel would help to improve the workshop.

- I think it is a very important contextual reminder that this was the first Board-level conversation about JEDI (even narrowly defined). Unfortunate that our broader DEI session has been rescheduled for many months, as I think this workshop would have benefitted from taking place afterwards.
- I expect that the final document to be provided will include some of the items where I disagreed.
- I don't think the Inclusion Map alone helps us gain access to Latino board candidates. It should help us be prepared to welcome and support Latino board members but we need connections and other help to actually access those candidates.
- I appreciated Patrick's facilitation/leadership during the meeting. The right mix of being direct and honest, while also meeting people where they are at and bringing them in. Thank you.
- Glad I attended. It will help us be broader. Thank you.
- The following would appear to be missing from the workshop discussion:
 - a sample action plan / steps to identify and recruit qualified potential board members
 - better data on foundation and other donor trends on board diversity
 - information of Latino population propensity to donate to charitable entities
- I'm appreciative of the opportunity to participate in the workshop. The research done on local Latino leaders was helpful. Perhaps what we need more than anything is a good brainstorming session amongst ourselves, to more actively identify Latino (AND OTHER ETHNICITIES) leaders, and identify people as connectors to those individuals. The last several minutes felt like a sales pitch ("we can help you with this"), and it just was said many times. We might get to that point in the future, but feel like we should put our efforts into personal contacts now. I'm sure we'll be talking about an inclusion statement at the board retreat!
- I think the facilitation style of presenting information and then asking if there are questions made it difficult for participants to engage and speak. For sections where conversation/idea sharing/reflection are desired, I think asking specific questions to elicit feedback and encourage participation would be helpful.
- Could be shorter, more concise.

LEAD with Intent - Survey Summary (n = 26)

**Please add any comments or suggestions that you feel would help to improve the workshop.
(cont.)**

- Thank you! While we have a lot to grapple with I am excited that we had an outside person facilitate that initial discussion.
- Overall, too long. No need to preach to the choir, ie, we already knew we needed to do more. Leave more time for board interaction.
- After we discuss the options we already have for additional Board members, we will be in a better position to decide on the need for additional services. It felt premature to talk about that at the first meeting
- Shorten to 2 hours. Less lecturing. Lighter touch with pushing goal setting. Read the room better and don't over sell when you already have consensus.
- The workshop was valuable to put some issues at the forefront but I don't know if change will happen.
- I think a more interactive approach would be better. The PowerPoint slides took up too much time. It was a lot of information for a short meeting so difficult to manage but the slides seemed to dictate an equal time for all topics but the organizations needs mixed.
- Structure it to be more interactive. Break it into two sessions if on Zoom. One session might be ok if it was in person.
- It lived up to its stated goals at the beginning. Perhaps more time spent on drafting the statement during the workshop? But I think the discussions that consumed the time were valuable and needed. Would have been nice to talk about diversifying the organization in general, but I understand that the purpose and focus of this was about diversifying the board specifically, so it met its intentions.
- our break came quite late in the session - breaking closer to halfway through the time would have been more comfortable.
- Thank you