

## DIVERSITY

Diverse perspectives from an array of backgrounds bring richness and strength to a board! A truly diverse board is able to better understand an agency's external environment. Also, a diverse board will bring many creative approaches to solve an agency's most pressing challenges. **Start seeing every board vacancy as an opportunity to make your board more diverse!**

# BUILDING BLOCKS BOARD RESILIENCE

## SOLIDIFY SUCCESSION STRATEGIES

Boards can build resilience by adopting succession strategies for board members and committee chair roles and by making board recruitment and vetting a year-round activity. In addition, Boards should work with the CEO to solidify a succession plan. **This plan should focus on what the board will do rather than who will take over if a vacancy occurs.**

## BE A MODEL FOR COLLABORATION

Collaboration is an essential characteristic in a resilient agency. When the going gets tough, effective boards pull together to leverage resources and creativity. **Great boards model true collaboration by welcoming diverse points of view and working as a team unified around the agency's mission.**

## BE INQUISITIVE & DISCUSS

**Annually boards should engage in generative discussions about what they observe in the agency's operating sphere.** How could local, regional, and national events and trends affect the agency? What new developments might bolster support for the mission?