

EQUITY LEADERS FELLOWSHIP

Board Exposure Experience & Board Champion EXPECTATIONS

What is the Board Exposure Experience?

The Equity Leaders Fellowship seeks to prepare motivated leaders from communities of color to serve on nonprofit boards and committees. Our program seeks non-profit boards and committees that are willing to offer the Fellows a board exposure experience as a non-voting member for a six month period. The program will provide a match based on the interests of the Fellow for the primary goal of providing an important experiential learning opportunity. The Fellow will participate in the board exposure experience while having the support of faculty, staff and mentors. It is our hope that some of the arrangements will materialize into longer term board service as full voting members.

In addition to connecting boards with potential new members, we anticipate that boards will also increase their understanding of the importance of issues of equity for racial, ethnic and language minority populations in New Hampshire. We recommend that Boards review the Annie E. Casey Foundation Race Matters Organizational Self-Assessment (which can be accessed at: <http://www.aecf.org/m/resourcedoc/aecf-RACEMATTERSorgselfassessment-2006.pdf>)

What is the role of the Board Champion?

Each board willing to engage with a Fellow must also identify a board member willing to serve as the Board Champion. The Board Champion will play an important role in preparing the Fellow for and debriefing after meetings, explaining board processes (including during meetings, as needed), acting as a liaison between the board and Fellow, and facilitating a welcoming environment.

Additionally, we expect Board Champions to participate in brief periodic check-ins with the Equity Leaders Fellowship Coordinator, and to provide evaluation feedback that will help to improve the program.

How do I prepare to serve as a Board Champion?

Potential Board Champions must agree to complete pre-work to prepare for their role. We require a total of 2-4 hours which will include attending an orientation session/webinar, and self-study using videos and reading/reflection. We also anticipate providing reading/materials periodically to continue to support Board Champions in their role throughout the duration of the exposure experience.

What is the expectation for Fellows?

Fellows are expected to participate fully in their board exposure experience including attending designated board/committee meetings, and working with their Board Champion. This will be the first board experience for many Fellows and they are primarily learning the mechanics of board service. They are also learning how to bring their unique perspective to the work of the board, including how to apply an equity lens.

What is the process for being connected with a Fellow?

Complete the brief application if your organization is interested in getting involved with the Equity Leaders Fellowship and submit through email to equityleadersfellowshipnh@gmail.com by Friday, November 15, 2019.

In addition to attending the Board Champion Orientation, we expect Champions will then connect with their Fellows, to get to know each other and to complete your usual board orientation information sharing, so the Fellow may complete her/his six-month board exposure experience.

We will notify boards if we are able to provide a Fellow match for your board this cohort/year.

For any questions, please email equityleadersfellowshipnh@gmail.com or call 603-895-1514.