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Winter 2020 Newsletter

Inspiring Change

President's Message

Dear AABLI Community,

When we rang in 2020, we could not have anticipated a deadly pandemic, a consequential election, and a national social justice awakening. All Americans have been affected by these major events, but, once again, communities of color have endured the greatest hardship.



This year's challenges have only strengthened our resolve to lead and to help others do the same. AABLI has been hard at work, adapting all of our programming to a virtual platform, intensifying board placement services, and providing development, equity and inclusion as well as leadership development training to nonprofits and corporations. But we need to do more.

My sincere thanks to everyone who contributed to AABLI during #GivingTuesday. If you have not already done so, please support board equity by making a donation to AABLI today. Your gift will help us expand our programs, create more networking opportunities, and enhance our board placement assistance program.

In this issue-

- Milestone highlights
- Insights from our lead faculty member
- Words to the wise from our partners at BoardSource
- Alumni articles of interest
- Inspiring podcasts
- I hope you enjoy this edition of our newsletter as much as I did!

Happy holidays and good health,

Yvette

Yvette Chappell-Ingram President and CEO

Milestones

Our country stands at a crossroads in its journey toward inclusion and equity. For communities of color, choosing the right path is more essential than ever. We at AABLI believe the one that prepares us for leadership is the best path forward. Among our milestones:

> AABLI has trained more than 700 dynamic professionals to serve on governing boards since we launched in 2011. Our recent transition to virtual training—in response to the pandemic—has kept us moving forward.

> We've assisted with the placement of more than 200 African Americans on nonprofit boards and/or commissions - 75 in the last year alone.

> We've custom-tailored support for organizations to assist their employees with board governance training and/or leadership development, creating more diverse, inclusive and equitable communities through effective governance.

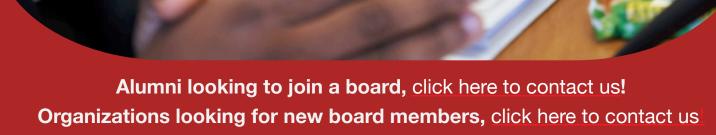
> We've partnered with Los Angeles ABC7 Eyewitness News to provide live content. The result? The debut of our YouTube channel playlist: <u>AABLI In the Community</u>.

> We've produced the first "AABLI <u>Board Talks</u>" video series.



> We partner with nonprofits seeking ethnic diversity and experience on their boards.> We work to match our alumni with these vital, active organizations.











Many expected the pandemic would be a roadblock to continuous learning opportunities, but AABLI developed and executed two virtual Board Leadership Certificate Programs during August and November 2020.

African American professionals from across the United States, Canada and the US Virgin Islands participated in six sessions over three weeks.

Classes 16 and 17 join AABLI's talented alumni network by adding 119 new professionals to our pool of leaders.

Interested in joining AABLI's alumni network? Save the dates: April 1 – April 17, 2021 We are planning for Class #18

Learn more here!



Virtual Class #17 alumnus Donte T. Wyatt, Esq., recommends AABLI!

"The Board Leadership Certification Program is excellent. The program has knowledgeable faculty and the material is challenging and innovative. Before I finished with the program I was already connecting and networking with other professionals. This is a great opportunity to expand your professional network and obtain critical leadership skills. I highly recommend this organization and specifically the Board Leadership <u>Certification Program."</u>

Save the Date! January 26, 2021 Big News for Pathways to Corporate Boards

Assemblymember Chris Holden, District 41, will be our featured speaker. The legislator is lead coauthor of California Assembly Bill 979, which requires that California-based publicly held corporations diversify their boards by including a minimum of directors from underrepresented communities. Learn how California is leading the way with this 'first of its kind' legislation.

Tuesday, January 26, 2021 Zoom Webinar: 9:00 AM - 12:00 PM (PST)



Writer's Corner



Building Stronger, High Performing Boards Yolanda J. Gorman, Ph.D. Senior Advisor to the Chancellor, UCLA AABLI Lead Faculty

In my work with nonprofit boards, I often find that board members are extremely talented, skilled and passionate about the organizations they serve.

Why, then, do some governing boards have such bad reputations?

Management and government experts John and Miriam Carver offer this critique: "Board members are usually intelligent and experienced persons as individuals. Yet boards, as groups, are mediocre." Peter Drucker, acclaimed as "the man who invented management," insisted there is "one thing all boards have in common....They do not function."

If boards are usually as ineffective as these management gurus contend, what does the future hold for nonprofits in these perilous times?

In my experience, there are three reasons that nonprofit boards fail:

The first reason is culture. Culture is comprised of shared assumptions, beliefs, and values that manifest themselves as tangible behaviors. These behaviors shape the personality of an organization or group such as a board. What begins as shared values evolves into shared assumptions. As these assumptions are reinforced, they become "solutions" to problems and concerns. The more they are reinforced, the more likely they become reality.

And the more likely the culture of the beard trickles down to the governed

And the more likely the culture of the board trickles down to the governed organization. **CONTINUE READING**



BoardSource Repost: Recruiting for Board Diversity: Without Disrespecting People of Color Jim Taylor

Vice President of Leadership Initiatives, BoardSource

As a Black man who has worked with or for nonprofits for most of my career, I've become very familiar with how nonprofit boards recruit for board diversity; by my count, I have been actively recruited by the boards of 13 organizations.

I can divide 11 of these 13 board recruitment experiences into two categories:

- Five boards that I agreed to join due to a mutual passion for the mission and a shared understanding of the alignment between what the board was seeking and what I could offer
- Six boards that I didn't join due to a poor fit or inopportune timing

But there's a third category of board recruitment experiences that has left the most indelible memories – memories that, although unpleasant, have provided some valuable "lessons learned" that I carry with me to this day. The third category consists of the two times I declined to join a board because I felt disrespected during the board's recruitment process – so disrespected that declining the invitation was an easy decision because I believed that the recruitment experience was a foreshadowing of the obstacles I would have faced as a board member.

As we at BoardSource continue to urge the nonprofit sector to commit to action on diversifying its boards (a cause that has become even more important during the current national conversation on racial inequity), I want to share my story of what went wrong in these two recruitment experiences and offer my perspective on what boards need to do differently to successfully recruit – and retain – people of color. **READ TAYLOR'S COMPLETE STORY HERE.**



Moving Beyond Bold DEI Statements to Action: How Board Members Can Influence Change Lori Walton Inclusion & Diversity Corporate Philanthropist AABLI Alumna, Class #16

We will never forget 2020. It brought us face to face with a deadly pandemic, but it also has brought about a heightened focus on racial injustice. From protests around the world to community activism, we have witnessed increasing, bold statements of change from organizations calling for diversity, equity, and inclusion (DEI).

What does their support for DEI mean?

Diversity: To support diversity means a commitment to embrace the different characteristics that make one individual or group different from another.

Equity: A call for equity signals a resolve to focus on fair treatment and equal opportunity for advancement.

Inclusion: This broadcasts a determination to create an inclusive environment in which all individuals feel respected, accepted and valued.

But now that the bold statements of change have been recorded, the real work of DEI begins within organizations, including their boards.

Increasing Pressure on Organizations... Continue reading



The Strategic Board LaVada English

Founder and CEO, LaVada English Consulting AABLI Alumna, Class #10

As regulatory and other pressures increase, boards are expected to become more deeply involved, taking on strategic roles to ensure that organizations thrive. Traditionally, boards have become involved in strategy when there were specific reasons to do so, such as the retirement of an incumbent CEO, a major investment decision or an acquisition proposal.

Today's CEOs, however, need support from and collaboration with strategic thinkers. Board members must be prepared to provide long-term business guidance. So how might the board make sure they are able to do this? If management presents a bold five -year plan, is your board equipped to provide needed fiscal guidance, people capacity advice or long-term business recommendations?

Three best practices can help address these questions: **<u>Read more</u>**

Together We Gave!

On December 1, 2020, the whole world gave its voice, time, money, goods, and more to support communities and causes.

To our alumni, donors, sponsors, funders, partner organizations and volunteers who supported AABLI on Giving Tuesday: **THANK YOU!**



Your generosity allows us to enhance our programs, especially in the digital space. It helps us ramp up our outreach to partner organizations seeking African American professionals. It supports our board recruitment efforts and leadership initiatives throughout the State of California. #GIVINGTUESDAY

Let's keep this wave of generosity going... Donate here

Recommended Podcasts



The Missing Ingredient in Self Care | Portia Jackson-Preston TEDxCrenshaw



Listen To This and Change Yourself | Kobe Bryant (Eye Opening Speech)

Time + Talent + Treasure = Giving



Looking for alternative ways to support AABLI and other causes in the community? Here are some ways you can give back:

- Ask about Planned Giving
- Use Employer Matched
 Donations
- Volunteer
- Support a Local Organization with In-Kind Services
- Clean Up Your NeighborhoodCheck on Your Neighbors



