

Setting the Stage for Board Diversity

We Raise Foundation

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January 26, 2022



Racial Awareness – Beads Activity

The following activity is to look at the diversity of people one has been exposed to in the past and present. Diversity in life and diversity at work.

For each question, place a tick next to the race that represents the majority race for your response:

- African/Black American
- Asian
- Caucasian
- Hispanic
- Indian
- Native American
- Other



Activity

- What is your race?
- What is the race of your parents? (2 ticks)
- During elementary and high school, what was the majority race make-up of your friends?
- What is the race of your spouse/partner? If single, your previous spouse/partner?
- What is the race of your primary care physician?
- What is the majority race of your neighbors?
- What is the majority race of the people you attend church with?
- What is the majority of the race of your peers at your workplace?
- What is the majority race of your Leadership team at work?
- What is the majority race of those serving on your Board of Directors?
 - African/Black American
 - Asian
 - Caucasian
 - Hispanic
 - Indian
 - Native American
 - Other



WRF Learnings

- **What are you up against**
 - Lutheran demographics
 - Limited subject matter expertise
- **Importance of Diversity, Equity and Inclusion work**
 - Future of your work and its existence
- **You create the environment**
 - Not an assignment or checking the box
 - Create the “benefit of the doubt” atmosphere
 - Unconscious bias – challenge yourself
- **Initial work can be uncomfortable on the way to being comfortable**
 - I don’t see color
 - My color is the most impactful trait in my everyday life
- **Define where are you going**
 - Become a stronger organization with diversity as an advantage
 - Obtain diversity of thought
 - Exposure to new people and organizations



Useful reading materials

- Recommended books/articles to assist in the DEI conversation:
 - *Just Mercy* by Bryan Stevenson
 - *White Fragility* by Robin Diangelo
 - *Dear Church – A love letter from a black preacher to the whitest denomination in the U.S.A* by Lenny Duncan
- Link to WRF site on our recent readings: [What We're Reading - We Raise Foundation](#)

