



BOARD PIPELINE LEADERSHIP DEVELOPMENT TRAINING PROGRAM

Associated Black Charities' (ABC) Board Pipeline Leadership Development Training Program continues the organization's commitment to developing a pipeline of professionals from racially under-represented communities to serve on boards in our region. The Board Pipeline Leadership Project helps to provide the pathways of access and opportunity that promote equity, opening doors for an expanded use of the "time, talent, and treasure" that these individuals can bring to board service for the benefit of Baltimore and its surrounding areas and region.

Many of the nonprofits seeking professionals with racially diverse backgrounds are also nonprofits that serve low-income communities of color. This provides a double bottom line "return on investment" on behalf of the community and on behalf of the professionals of color.

Data regarding the diversity of non-profit boards in the Baltimore-Washington region affirms the need for this project (statistics below are from the recently released Racial Diversity Collaborative's study measuring the racial and ethnic diversity in the Baltimore-Washington region's non-profit sector [www.racialdiversitycollaborative.org or www.urban.org]):

- Nearly half (49%) of the population in the Baltimore-Washington region is people of color, yet people of color hold only 27% of board positions in the region;
- 24% of governing boards in the region are composed entirely of non-Hispanic whites;
- Non-Hispanic white men hold an estimated 44% of the region's governing board positions;
- Non-Hispanic white women are the second-most prevalent type of board member, holding almost 30% of board positions in the region.

The Board Leadership Pipeline convenes for one evening on five consecutive weeks. This training equips interested candidates with the skills and techniques needed to be more effective board members. The cycle sessions (6:00 PM – 8:00/8:30 PM) are as follows:

- "Nonprofit Boards"- This first session introduces and addresses the "A-Z" responsibilities of nonprofit board service.
- "Board Service: A Kaleidoscopic View"- Our second session moves from the legal and institutional responsibilities and best practices of the first session to the "good, bad, and ugly" realities of board service.
- "Negotiating the 'Isms' of Board Service" - This session addresses the realities that professionals, who are profiled by race, gender, or other "isms", continue to face, offering analysis and practical solutions for productively handle stereotyping, racialization, and additional forms of "isms" that discourage board members from continuing board service.



- “Board Budgets, Financials, and Philanthropic Giving” - Our fourth session demystifies board financial statements and strengthens the ability of Board Pipeline Professionals to be effective financial stewards. In addition, we focus upon the responsibility of Board members to participate in and encourage philanthropic giving and the importance of making these investments in organizations for benefit of our children, families, and communities.
- “Preparing for Board Service as a Professional of Color”. This fifth and final session focuses on the navigational and negotiation skills those professionals of color need to be successful on non-profit boards. This session will also include an overview of the on-going ways that ABC will continue to support our pipeline alum.

After the Baltimore Uprising, the need for more racial diversity within organizations serving Baltimore’s most vulnerable residents was evident. A racially diverse board that is also sensitive to cultural differences is usually one that has a stronger capacity to be in touch with community needs. The Council of Nonprofits noted, “A diverse board will improve the nonprofit’s ability to respond to external influences that are changing the environment for those served and in which it is working.” To date, the Board Pipeline Project has trained an estimated 250 professionals to serve on boards. More than 150 area organizations currently recruit from ABC’s Board Pipeline, many of them from areas serving communities most impacted during the Uprising.

HOW TO APPLY:

Organizational Process:

An organization that is interested in attending our “Meet and Greet” must first complete our Organizational Profile which includes an overview of the organization and board demographics.

Once received and accepted, your organization will receive an invitation to Meet and Greet receptions, where we introduce Board Pipeline Professional to representatives of recruiting organizations (“recruiting organizations” are those who are looking to seat board members within three months of the date of the Meet and Greet reception. If that timeline does not fit, we ask that organizations wait and participate in the next Meet and Greet when it coincides with their recruitment cycle).

Each participating nonprofit can send no more than 2 representatives – usually a combination of Board Chair, Chair of Board Nominating Committee, Board Member, and / or Executive Director.



Individual Process:

The Board Pipeline training is comprised of 5 weeks of training (meeting every Tuesday for 5 weeks for 2.5 hours). Training sessions consist of all the information needed to serve on a non-profit board and include workshops, small group sessions and panel discussions.

Any individual that is interested in participating in our board pipeline training must complete an Applicant Questionnaire and submit a resume and bio. The applicant packet will then be reviewed by an ABC staff member and barring no concerns, the applicant will receive an acceptance letter. The applicant **MUST** commit to attending and participating in all 5 sessions. In the event you are unable to make it to a particular cycle, you will be referred to the next cycle.

Approximately four – six weeks after completing the Board Pipeline training, you will be invited to attend the Meet and Greet Reception, where you will have an opportunity to meet with local non-profit organizations that are currently recruiting new board members. Follow-up with board members you connect with will be completely up to you as the individual, not ABC.

More than 150 area nonprofit organizations recruit from the Board Pipeline and almost 400 professionals have been trained for board service. We would be happy to count yours among them!

To learn more contact Jon Law – jlw@abc-md.org

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An Affiliate of the United Way of Central Maryland