

# Practical Steps to Decolonize Non-Profit Board Governance

## 1. Conduct a board assessment and self-reflection



Reflect on your board's current practices, policies, and decision-making processes. Consider how they may reflect colonial legacies or perpetuate inequities.

- Ask yourself: *How do our current practices align with decolonizing principles? Are there any areas where we can improve?*

## 2. Evaluate board composition and diversity

Assess the representation and diversity within your board. Consider the inclusion of Indigenous peoples and marginalized communities.



- Ask yourself: *Is our board composition inclusive and representative? How can we ensure meaningful participation of underrepresented voices?*

## 3. Assess decision-making processes and power dynamics

Examine your board's decision-making processes and power dynamics. Identify any hierarchies or exclusionary practices that may exist.

- Ask yourself: *Are our decision-making processes inclusive and participatory? How can we distribute power more equitably?*

## 4. Engage in meaningful community partnerships



Seek partnerships with Indigenous and marginalized communities to inform your board's work, strategies, and policies.

- Ask yourself: *How can we establish authentic and reciprocal relationships with communities? How can we learn from and center their expertise?*

## 5. Build relationships with Indigenous and marginalized communities

Actively engage with Indigenous and marginalized communities beyond partnerships. Foster relationships based on trust, respect, and collaboration.

- Ask yourself: *How can we build genuine connections with communities? How can we demonstrate our commitment to decolonization through our actions?*

## 6. Involve community members in decision-making and planning

Incorporate community members' perspectives and experiences in board decision-making and strategic planning processes.

- Ask yourself: *How can we create opportunities for community members to actively participate in decision-making? How can we value and respect their contributions?*



## 7. Implement inclusive policies and practices

Review and revise your board's policies, practices, and procedures to ensure inclusivity and address any barriers or biases.

- Ask yourself: *Are our policies inclusive and accessible? How can we remove barriers and ensure equitable opportunities for all?*

## 8. Establish equity-focused recruitment and onboarding processes

Develop recruitment and onboarding processes that prioritize equity and actively seek diverse perspectives and experiences.



- Ask yourself: *How can we attract and retain board members from Indigenous and marginalized communities? How can we ensure their successful integration into our board?*

## 9. Incorporate anti-oppressive frameworks into governance policies

Integrate anti-oppressive frameworks into your board's governance policies, ensuring they guide decision-making and promote equity.

- Ask yourself: *How can we embed anti-oppressive principles into our governance policies? How can we challenge and dismantle oppressive structures?*

