



This survey was put together by Cambridge Hill Partners in partnership with Community InRoads’s Cultural Inclusion Program. The purpose of this survey is to identify the starting point of understanding how Boards establish environments that are truly welcoming and inclusive. This information can be used to establish a baseline from which effectiveness of the programs to assist Boards can be measured later on. Thank you very much for your participation. For each of the questions below please provide a rating:

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>
1. I am satisfied with my experience as a Board member at this non-profit?	⑥	⑥	⑥	⑥	⑥
2. The Board of your non-profit is welcoming and inclusive?	⑥	⑥	⑥	⑥	⑥
3. The current orientation for new board members creates an adequate understanding of expectations for Board participation?	⑥	⑥	⑥	⑥	⑥
4. Experienced Board members make an effort to reach out to and develop relationships with new Board members?	⑥	⑥	⑥	⑥	⑥
5. The Board routinely engages activities that give Board members a sense of who their fellow Board members are?	⑥	⑥	⑥	⑥	⑥

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>
6. I feel a sense of inclusion and belonging on this Board?	⑥	⑥	⑥	⑥	⑥
7. Board leadership tolerates differences of style even if those differences are expressed as challenges to the leadership?	⑥	⑥	⑥	⑥	⑥
8. I encounter unwritten rules concerning how one is expected to interact with Board colleagues?	⑥	⑥	⑥	⑥	⑥
9. Leadership positions on the Board are rotated routinely so that new Board members are afforded an opportunity to exercise influence?	⑥	⑥	⑥	⑥	⑥
10. Board leadership is open to considering diverse perspectives expressed by other Board members?	⑥	⑥	⑥	⑥	⑥
11. Board leadership encourages all Board members to express their opinions?	⑥	⑥	⑥	⑥	⑥
12. Board leadership is comfortable and	⑥	⑥	⑥	⑥	⑥

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>
confident dealing with conflict as an inevitable and healthy aspect of Board dynamics?					
13. The Board is ready to learn from individuals who represent communities served about the culture and norms shared by those community members?	⑥	⑥	⑥	⑥	⑥
14. I am treated with respect by other Board members.	⑥	⑥	⑥	⑥	⑥
15. Board members make an effort to listen to speakers who may not have English as a first language?	⑥	⑥	⑥	⑥	⑥

16. Are there suggestions you might have for making sure that the climate and culture of your Board is truly welcoming and inclusive?

---



---



---

Length of time serving on this Board: \_\_\_\_\_

Have you ever served on other non-profit Boards? \_\_\_\_\_

If so, for how long? \_\_\_\_\_