

**Justice, diversity, equity, and inclusion (JDE&I) are now imperative for the sustainability and vitality of higher education institutions.** Boards must promote student success, institutional integrity, openness, and respect. They can only provide that leadership when they fully integrate JDE&I into their roles, responsibilities, agendas, policies, and practices. Becoming a champion for JDE&I is a complex, demanding journey. But it is completely essential to fulfilling the roles of higher education in supporting democracy, contributing to society, and serving the public good.

## Support for Boards and Leaders

AGB helps boards and institutions map out their individual journeys toward improving JDE&I. Each will walk a different road in determining where it currently stands, where it needs to go, and what barriers might impede progress.

Our advisors will help you assess how your history, culture, assumptions, and biases are shaping your policies, practices, operations, and impacts. Then we'll help you identify priorities, define an action plan for incorporating JDE&I into your boardroom operations, develop your board members and leadership, measure your progress, and make adjustments so you can stay on course.

### AGB ADVISORS ENABLE EFFECTIVE LEADERSHIP

AGB Consulting works with board members and leaders who need to:

- Remove roadblocks and resistance that may be impeding JDE&I
- Identify specific priorities and actions for addressing JDE&I
- Assign roles, responsibilities, and accountability for JDE&I
- Improve their awareness and understanding of JDE&I—and their sensitivity to related issues
- Discover where their institutions stand on JDE&I today
- Determine where past events, actions, and practices are generating current impacts
- Understand how students, faculty, staff, and other stakeholders are feeling
- Make JDE&I a defining component of their institutions' missions and cultures

### TAILORED TO YOUR INSTITUTION

This is NOT a one-size-fits-all service or curriculum. Both content and delivery options will be customized for your board and institution. We match you with expert consultants—former board members, former CEOs, and subject matter experts—who have experience relevant to your situation. We will work with you to identify the questions you need to answer, including:

- How should we develop our capacity for understanding JDE&I issues—both generally and at our institution?
- Do we need to diversify our board? If so, what is the best strategy?
- How do we make JDE&I an integral part of our thinking and our work?
- What does our iconography say about our institution? Does it need to change?
- How do our students, faculty, staff, and other stakeholders feel about inclusion, equity, and belongingness?
- What are our JDE&I blind spots?
- How can we improve enrollment, retention, and completion? Where do we have income and learning gaps?
- Which equity lenses should we apply to our fiduciary responsibilities?
- What is our strategy for sustaining productive working relationships with governments, communities, businesses, and other organizations?
- How should we be collaborating with our administration, our chief diversity officer, and other stakeholders?
- How do we inspire our community to join us in building a more equitable institution?

“Our AGB engagement with 100 percent board and cabinet attendance created an inclusive environment for sharing, questioning, and realizing from where we've come, what we've yet to learn, and how we must sustain this journey.”

Thom D. Chesney, PhD

President  
Clarke University

“The education session provided for our board was received very positively, and many trustees felt much better equipped to make a decision related to a proposal to de-name a building.”

Rebecca Coupland

Director,  
Office of the University  
Secretariat and  
Legal Counsel  
Queen's University

Schedule a complimentary call to learn more.

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