

# Recommended Pre-Reads for Board Workshop

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## AGB Board of Directors' Statement on Justice, Equity, and Inclusion, and Guidance for Implementation

AGB

Governing boards, as guardians of higher education, have a moral, a fiduciary, and an educational responsibility to advance racial justice, equity, and inclusion (JE&I). The *AGB Board of Directors' Statement on Justice, Equity, and Inclusion, and Guidance for Implementation* outlines strategies for implementing this important governance work and urges boards to address barriers to JE&I at all levels of the institution and beyond the borders of the campus.

2021

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## Increasing Diversity on the Boards of Colleges and Universities

Vicki W. Kramer and Carolyn T. Adams

Colleges and universities rank among the institutions most likely to be called upon to improve opportunities for historically disadvantaged Americans, many of whom see the college degree as the key to economic advancement. Increasing boardroom diversity is particularly important to achieving this. With recent national events showcasing racial injustice and widespread demonstrations, there is no better time to make board diversity a priority for college and university boardrooms.

2020 • *Trusteeship* magazine article

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## Why Diversity, Equity, and Inclusion Matter: A Blog Post by Monisha Kapila

Monisha Kapila, Ericka Hines, and Martha Searby

Monisha Kapila (ProInspire CEO) co-authored an introductory blog post to help frame the Focus Area's perspective on diversity, equity, and inclusion. Written with Ericka Hines, ProInspire partner and principal of Every Level Leadership, *Why Diversity, Equity, and Inclusion Matter* highlights four key arguments to make the case for diversity, equity, and inclusion: the moral case, the economic case, the market case, and the results case.

2016 • Blog post

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## Understanding Race: Human Variation

American Anthropological Association

We expect people to look different. And why not? Like a fingerprint, each person is unique. Every person represents a one-of-a-kind combination of their parents', grandparents', and family's ancestry. And every person experiences life somewhat differently than others. Looking through the eyes of history and lived experience, the RACE project explains differences among people and reveals the reality—and unreality—of race.

2020 • Exhibition

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## FAQs: Justice, Diversity, Equity, and Inclusion

AGB

Higher education boards must integrate justice, diversity, equity, and inclusion (JE&I) into their institutional policies and practices to ensure student success and inclusivity of all campus constituencies at colleges and universities nationwide. This guide provides some answers to the most common questions around these four topics and includes some resources to help boards navigate this evolving landscape.

2020 • FAQs

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## Forum: Trustees Need to Address Racism

Kenneth Bedell

Today, addressing racism is central to the purpose of higher education: to prepare students to participate in the economic, cultural, and political life of the nation. Providing an anti-racist environment and helping students develop anti-racist sensitivities and skills is part of preparing them for full participation as citizens.

2020 • *Trusteeship* magazine article

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