You hold a leadership position at a private foundation that works to end sexual violence against women. Your foundation is largely white, with only one Latina on staff and one East Indian woman on the board. In the past, the foundation was accused of discriminatory behavior for its lack of people of color in leadership positions and failure to address issues specific to survivors of color. The previous CEO worked to change this perception and established an Inclusiveness & Equity committee to work on these issues. Over three years, the foundation made many attempts to bring an inclusiveness and equity lens to the organization, including:

* Maintaining the I & E committee
* Developing a board and staff survey to gauge levels of diversity and inclusiveness within the foundation
* Writing an Inclusiveness Blueprint
* Providing professional development opportunities for board and staff focused on inclusiveness and equity
* Examining its recruitment and hiring practices in an attempt increase diversity

Over the past three years, the board experienced a lot of turnover, and none of the board members who were involved in the inclusiveness and equity efforts remain. The CEO has recently resigned and the new CEO proposed using part of the foundation’s upcoming planning retreat to talk about I & E issues. Not only does the new CEO feel that it is important for the board to have this conversation in general, but has in her short time at the foundation, witnessed several examples of micro-aggressions by one board member targeted at the only woman of color on the board. Upon making the suggestion, the CEO received push back from many board members regarding the relevance of I & E to their roles as board members. As a senior member of her team, she has come to you for support in how to handle the situation with the board.

Develop a strategy for how the new CEO might respond to the board using your assigned quadrant from the Courageous Conversations Compass.