

BOARD LESSON PLANS SHORTS DIVERSITY

Presented by
Stetson University
Center for Community Engagement



BOARD SHORTS

Board Shorts: Bite-Sized Learning for Stronger Nonprofit Leadership

Board Shorts is an ongoing professional development series created in direct response to requests from nonprofit leaders seeking accessible, meaningful training opportunities for their boards and leadership teams. Each module is designed to deliver high-impact learning in approximately 30 minutes, making them easy to incorporate at the beginning of regular board meetings or during leadership retreats without overwhelming busy schedules.

These short, focused sessions combine engaging video content with a concise lesson and discussion guide on a key topic in nonprofit leadership. Designed to spark conversation and deepen understanding, Board Shorts help boards strengthen their knowledge and capacity in essential areas such as diversity, effective governance, leadership dynamics, storytelling, and organizational sustainability.

One of the key features of Board Shorts is their ease of use. They are intentionally designed so that anyone can facilitate them without prior expertise in the topic. Each module provides all the materials and guidance needed to lead a productive conversation and learning experience, making them ideal for organizations of all sizes and experience levels.

Because they are modular and adaptable, Board Shorts can be used individually as stand-alone trainings or woven into a year-round board development plan. The series is continuously expanding based on the evolving needs of nonprofit organizations, ensuring that each new installment remains timely, relevant, and responsive to the challenges boards face today.

Whether you're looking to build shared language around inclusion, clarify board roles and responsibilities, or simply invest in your team's ongoing growth, Board Shorts offers a practical and impactful way to strengthen leadership one meeting at a time.



RESOURCES

Stetson Center for Community Engagement Nonprofit Leadership Development Programs

- <https://www.stetson.edu/community>

Community Tool Box

- <https://ctb.ku.edu/en>

DIY: Development, Impact, & You - Practical Tools to Trigger and Support Social Innovation

- <https://diy-toolkit.org/>



HOW TO USE

Board Shorts is a flexible professional development series designed for nonprofit boards and leadership teams. Each module takes about 30 minutes and can easily be adapted to fit shorter meeting times. No prior expertise is needed to lead or participate. Each session includes a short lesson plan, a video (in most cases), and a discussion or activity to help boards learn together and apply new concepts right away.

Board Shorts were created to:

- Strengthen board knowledge and confidence.
- Encourage continuous learning without requiring long trainings or external facilitators.
- Build shared understanding and alignment among board members over time.

Format Options

Option 1: Full 30-Minute Session - Each full session includes:

- Video Lesson (10 to 15 minutes) — Play the short curated video to introduce core ideas.
- Discussion & Activity (10–15 minutes) — Use the included worksheet or guiding questions to connect the lesson to your organization's work.
- Identify one practical takeaway or change to implement.

Option 2: Split into Two 15-Minute Segments - When you only have a few minutes per meeting, split each module across two sessions:

- *Part 1 – Watch & Reflect (15 minutes)*
 - Introduce the topic and show the video.
 - Encourage members to consider how the topic shows up in your organization before the next meeting.
- *Part 2 – Discuss & Apply (15 minutes)*
 - Begin by revisiting key points from the previous session.
 - Complete the activity or small group discussion.
 - Identify one practical takeaway or change to implement.



HOW TO USE

How to Facilitate a Session

- Preview the Materials - In most cases, the only thing needed is the presentation itself. Some session have handouts or worksheets to accompany the presentation and that is indicated in the lesson plan.
- Review the video and lesson plan ahead of time. Decide whether to use the full or split format.
- Set the Stage - Share the learning objective so participants know why the topic matters.
- Play the Video - Most sessions include a video.
- Lead the Discussion/Activity - Use the discussion questions included in the lesson plans or on the presentation slides. Feel free to add your own. Handouts and Activity Worksheets are included in the lesson plans, along with any Activity instructions.
- Wrap up with one insight or action the board can apply before the next meeting.

Suggested Uses

- Begin each board or committee meeting with a mini learning segment.
- Integrate into annual retreats or orientation sessions.
- Use selectively for targeted board development topics.
- Combine several modules for a themed training series (e.g., “Governance & Leadership” or “Fundraising Foundations”).

Tips for Success

- Rotate facilitators so different board members lead each session.
- Keep discussions focused but conversational.
- Encourage personal connections. How does this topic affect our board, our mission, and our community?
- Revisit completed modules during annual evaluations to reflect on progress.

Each Board Shorts module includes:

- Lesson Plan, including discussion questions or activities
- Video Link - where applicable
- Handout or Worksheet - where applicable



BOARD DIVERSITY SHORTS



DIVERSITY

MODULE 1: FOUNDATIONS

- Video (10 minutes) - The power of diversity within yourself | Rebeca Hwang | TED2018
 - https://www.ted.com/talks/rebeca_hwang_the_power_of_diversity_within_yourself
- Discuss the differences between Diversity, Equity, Inclusion, and Belonging
- Review the 4 Layers of Workplace Diversity and discuss what each of these layers look like for you and your organization.

MODULE 2: INTERSECTIONALITY

- Video (6 minutes) - Kimberlé Crenshaw at Ted + Animation
 - <https://www.youtube.com/watch?v=JRci2V8PxW4>
- Review what social, personal, visible, and invisible identities are.
- Social and Personal Identities Activity (Worksheet)
 - Give participants 5 minutes to fill out the Identities Worksheet.
 - After 5 minutes, prompt to star any identities that give them privilege (give one more minute).
 - After a minute, prompt to circle any identities that cause judgement from outsiders (give an additional minute).
 - Ask participants to share any identities they didn't originally consider before seeing it listed.
 - Ask participants to discuss stars and circles.
 - Discuss how those things that cause privilege and judgement might be different if they lived in other areas/countries.

MODULE 3: BIAS AND PRIVILEGE

- Video (10 minutes) - What does my headscarf mean to you? | Yassmin Abdel-Magied | TEDxSouthBank
 - https://www.ted.com/talks/yassmin_abdel_magied_what_does_my_headscarf_mean_to_you?subtitle=en
- Review the Common Systems of Oppression info sheet (Handout)
- Present slide on Privilege
- Privilege for Sale Activity
 - Materials Needed - Privilege for Sale Handouts and Envelopes with different amounts of “money” in them, ranging from \$300 to \$1400
 - Randomly assign each person an envelope of “money”. Each of the listed privileges cost \$100. The amount of money in the envelope is how much the participant can spend.
 - For the purposes of this activity, participants do not have any of the listed privileges; they will need to “buy them back.”
 - Give everyone 5 minutes to choose how they will spend their “money.”
 - Come back together for a debrief. How did you go about picking privileges? What on this list surprised you?

DIVERSITY

MODULE 4: REPRESENTATION AND COMMUNICATION

- Video (15 minutes) - The importance of using inclusive language | Fahad Saeed | TEDxCopenhagen
 - https://www.ted.com/talks/fahad_saeed_the_importance_of_using_inclusive_language
- Review slides on gender norms, heteronormativity, race, and disability.
 - Read through the material and then discuss ways you have experienced these things in your life or seen them represented in the world around you.
 - Gender Norms
 - Heteronormativity
 - Race and Ability
- Review slides on inclusive communication and discuss ways to incorporate each aspect into your establishes communication channels.

MODULE 5: THE ORG

- Video (11 minutes) - How diversity makes teams more innovative | Rocío Lorenzo | TED@BCG Milan
 - https://www.ted.com/talks/ocio_lorenzo_how_diversity_makes_teams_more_innovative?subtitle=en
- Cultural Competency - Five Action Areas Discussion Questions
 - Listen and Learn - Do you have a clear picture of the community you serve and do you include them in your strategic planning?
 - Build a Culturally Representative Team - Is the make up of the communities you serve represented in your board, staff, and volunteers?
 - Train, Reflect, & Develop - What ways do you educate your board, staff, and volunteers on the diversity of the communities you serve? Do you have the capacity to effectively serve and interact with people equitably across different cultures and backgrounds?
 - Adapt Policies & Services - What policies do you need to put in place to ensure ethical engagement with the communities you serve? Do you have any programs that are problematic and need updates?
 - Monitor, Evaluate & Partner - What systems can you put in place to make sure you maintain ethical practices in your communities? What other organizations can you partner with in your area?



SOCIAL IDENTITIES

VISIBLE

Body Size/Type

Race

Ethnicity

Age

Gender

Ability

Religion

INVISIBLE

Sexual
Orientation

National Origin
& Citizenship

Indigenous
Affiliation

Sex

Socioeconomic
Class



PERSONAL IDENTITIES

Profession	Familial Role	Subculture
Political Affiliation	Personality Traits	Personal Style
Hobbies	Musical Interests	Philosophy



COMMON SYSTEMS OF OPPRESSION



Racism

- Systemic discrimination based on race, favoring dominant racial groups over others.



Sexism

- Oppression based on gender, often privileging men over women and nonbinary people.



Ableism

- Discrimination against disabled individuals, reinforcing societal structures that favor able-bodied people.



Classism

- Economic and social discrimination based on class, privileging the wealthy while oppressing the poor.



Heterosexism

- Bias against LGBTQ+ individuals, privileging heterosexual relationships.



Cisnormativity

- The assumption that being cisgender is the default, leading to marginalization of transgender and nonbinary people.



Ageism

- Discrimination based on age, often targeting both older and younger individuals in different ways.



Colonialism

- The ongoing effects of historical and contemporary exploitation and control of lands, resources, and peoples by dominant nations.



Religious Oppression

- Discrimination against people based on religious beliefs, often favoring dominant religions over marginalized ones.



Fatphobia/Weightism/Healthism/Sizeism

- Systematic discrimination against people in larger bodies, reinforcing unrealistic beauty standards and medical bias.

PRIVILEGE FOR SALE

Please look at the following list of privileges. Each privilege costs \$100 to purchase. As a group, please purchase as many privileges as your money allows.

1. You can celebrate your marriage(s) with your family, friends, and coworkers.
2. You can vote and participate fully in the political system.
3. You can inherit from your partner automatically after their death.
4. You have multiple positive TV role models that look and live like you.
5. You can make the decision to go or not go to college that isn't based entirely on financial determinants.
6. You can share your health insurance with your partner(s).
7. You are able to see your partner(s) immediately if in an accident or emergency.
8. You are able to be promoted in your job without your sexuality, race, or gender playing a factor.
9. You can walk alone at night without fear.
10. You can have a job without someone assuming you were given the job because of the way you look and that someone more qualified was overlooked because of it.
11. You can file joint tax returns with your partner.
12. You have access to the paid sick time or can afford to take unpaid time off for illness, caregiving, or emergencies.
13. You are able to obtain child custody.
14. You are able to complete forms and paperwork with the information you feel most accurately communicates who you are.
15. You feel safe in your interactions with police officers.
16. You can enter buildings, transportation, and public spaces without physical barriers.
17. You are able to travel, or show ID in restaurants or bars, without fear you'll be rejected.
18. You can be affectionate in public without threat or punishment.
19. You can move through public spaces without being followed or suspected of wrongdoing.
20. You are able to discuss and have access to multiple family planning options, including adoption.
21. You can raise your children without worrying about state intervention.
22. Your opinions are assumed to be credible and taken seriously in professional settings.
23. You learn about your groups' history in school.
24. You can use a public restrooms without fear of threat or punishment.
25. You don't worry about people rejecting your children because of the way you look or live.
26. You are accepted by your religious community.
27. You are never told that you should not have children and there are not scientific efforts to eradicate people with your DNA.
28. You are taken seriously by doctors and get treatment that is appropriate.
29. You are able to access social services without fear of discrimination, or being turned away.
30. You do not have to worry about making the people around me uncomfortable because of the way you look.

