

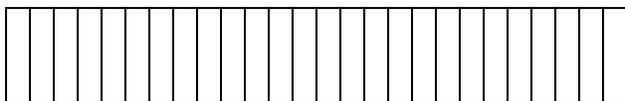
# INCREASING DIVERSITY & EFFICIENCY IN GOVERNANCE

*Solutions for Restructuring UUA Board of Trustees*

## PROBLEMS

### **A Monocultural Board**

- We agree! Separate district elections tend to result in Trustees who are, by and large, similar to each other in class, age, and ethnicity.
- We agree! Monocultural representation is a negative byproduct of our current election process.



## SOLUTIONS

### **A Rainbow Board**

- Preserve regional diversity. Preserve representation of genders and ordained and lay leadership.
- Increase representation of historically marginalized voices: young adults, youth, people of color, and class.



### **An Inefficient Board**

- We've heard you! Congregations and multiple task forces agree: our governance is too complex and inefficient (26 board members).
- Decision making process is cumbersome and bureaucratic.
- Four-year terms for Trustees do not allow the opportunity to balance and rebalance the Board.
- You're right! The single 6-year term length for Nominating Committee members is too long.

### **An Efficient Board**

- Simple and efficient (14 person board)
- A nimble Board will provide timely and sound decisions in response to urgent matters.
- Three-year terms for Trustees will increase diversity of voices and opportunity to serve.
- Nominating Committee will be elected by the General Assembly for up to two 3-year terms.

### **Unintended Consequences**

- Separate district elections have a series of unintended consequences, including the trend to form a monocultural board that privileges regional diversity over other forms of representation.
- The current election process creates the myth that regional interests, not association interests, are paramount.

### **Intentional Democracy**

- Nominating Committee will be charged to create an effective governing team with right balance of skills, geography, church size, identities, and experience. By governing intentionally the Board will be more accountable to historically marginalized voices, expand access to leadership opportunities, and increase our connections to the growing edges of our movement.
- By balancing geographical identities along with other kinds of diversity, the Board will be better able to represent the association's interests as a whole.

**Imagine increasing diversity and efficiency in governance!**