

Board Composition Priorities for NASAA’s FY2024 Nominations

Approved by the NASAA Board May 12, 2023

SPECIFIC ATTRIBUTES WE SEEK

CONTEXT AND COMMENTS

<p>Diversity, equity and inclusion—demographics</p> <p>Advancing diversity, equity and inclusion aligns with NASAA’s policies, and considering equity for nominations for board positions is one of many ways we embody our policies. At this time, nominating deliberations should pay particular attention to representation from the following groups in this order:</p> <ul style="list-style-type: none"> • SAAs that have lacked representation on the NASAA board for over ten years (geographic diversity). • People who currently occupy executive and/or council positions at SAAs • People of color • People under 50 years of age <p>Note: During recent years of nominations, NASAA has made significant progress on our multi-year goals of electing directors of color and directors younger than 50 years old.</p> <p>Additional note: Currently 55% of the NASAA board consists of SAA executive directors and council members. About 45% of the board consists of former SAA council members and at-large members. Bringing greater alignment between SAA EDs and Council Members during board nominations should help NASAA better reflect current SAA leadership.</p>	<p>NASAA respects and celebrates all the ways diversity is expressed. The following indicators of diversity are not exhaustive, but they do allow us to understand some important aspects of representation on the NASAA board of directors. Our 22-member board currently includes:</p> <ul style="list-style-type: none"> • 59% people of color • 59% women, 41% men • SAA executive directors 32% • Council members current & past 45% • Council member representation currently includes 5 current SAA council members and 5 former SAA council members. • Western states 36% • Mid-America states 4% • Southern states 14% • Midwestern states 14% • Mid-Atlantic states 23% • New England states 9% • Jurisdictions 0% • Ally organizations/representatives 23% • People under 50 years old 40% (est.) • People with disabilities 14% <p>Note: Regional percentages are derived from calculations that include all members of the NASAA board, SAAs and at-large members based on location. Please also note that ally organizations represented on NASAA’s board bring national and regional perspectives to our work.</p>
<p>Federal political relationships, strong advocacy skills and diversity of thought across the political spectrum (At this time, additional conservative voices at the board table would help NASAA expand diversity of political thought; currently most board members are moderate or progressive.)</p>	<p>NASAA board members bring considerable political relationships to the table; they are also strong advocates. As a non-partisan organization, it is important for NASAA to incorporate diverse political perspectives in our work, and at this time, we would benefit from additional conservative voices at the board table.</p>

The Governance Committee & Executive Staff recommend that NASAA’s Board of Directors be comprised of 23 members.