PPGNY Board Diversity, Equity, and Inclusion (DEI) Policy

This board policy sets out the approach to diversity, equity, and inclusion on the Board of Directors of Philanthropic Planning Group of Greater New York (PPGNY).

Scope

This policy applies to the PPGNY Board of Directors.

Policy Statement

The Philanthropic Planning Group of Greater New York (PPGNY) recognizes and embraces the benefits of having a diverse, equitable, and inclusive board for effective decision making and views diversity, equity, and inclusion at the board level as an essential element in strong corporate governance. The PPGNY Board will include and make use of differences in skills, experience, gender, age, race, ethnicity, gender identity, abilities, and geographic background.

The Executive Committee (or designee) reviews and assesses board composition for recommendation to the Board, recommends the appointment of new directors, and oversees the conduct of the annual performance and effectiveness evaluations of the PPGNY Board and committees.

In reviewing board composition, the Executive Committee (or designee) will consider the benefits of all aspects of diversity, including those described above, to maintain an appropriate balance of skills, background, experience, and knowledge on the Board. The Board should possess all the skills, experience, and functional expertise necessary to oversee the strategic direction of the organization. The Executive Committee (or designee) will also consider the balance of skills, background, experience, and knowledge on the Board and the diversity of the Board as part of the annual performance and effectiveness evaluations of the Board and committees.

The Board will use the board composition analysis, annual performance and effectiveness evaluations, and other evaluation tools (see Attachment A for example) to assess how well board policies, practices, and the board culture, and that of its committees and workgroups, visibly demonstrate its commitment to diversity and inclusion.

Measurable Objectives

The Executive Committee (or designee) will annually approve and recommend to the Board for approval all measurable objectives for achieving diversity, equity, and inclusion on the Board. At any given time, the Board may seek to improve one or more aspects of its diversity, equity, and inclusion and measure progress accordingly.

Monitoring and Reporting

The Board's measurable objectives for implementing this policy and progress toward achieving those objectives will be reported annually by the Executive Committee.

Review of Policy

This policy will be reviewed on a frequency determined by the Executive Committee (or designee).

Approved by the Board of Directors on 1/21/21.