



## GOVERNANCE PROFILE

February 2021

**Mission:** *The Center for Economic Inclusion is a cross-sector organization aimed at strengthening the region's civic infrastructure to influence market forces and catalyze an inclusive, growing economy.*

**AN UNRELENTING VOICE & DISRUPTIVE FORCE FOR INCLUSIVE ECONOMIC GROWTH**

### Terms

#### 2018-2021

Repa Mekha  
Jonathan Weinhagen  
Toni Carter

#### 2020-2023

Ro Adebyi  
Ken LaChance

#### 2021-2024

Willie Barney  
Adair Mosley  
Joe Nayquonabe

**Governance History:** The Center was founded in 2017 by Tawanna A. Black. Tawanna recruited an inaugural Board of Directors to serve as effective stewards of the mission, vision and values of the Center internally as governors and externally as champions. In 2019, the Center for Economic Inclusion convened a multi-sector Governance Task Force to advise the organization on the refinement of its governance model while it also underwent a robust expansion of its business model. In 4Q of that year, the Task Force recommended a new structure, composition, and board member profile to the Center, that was adopted unanimously. The Board subsequently voted to retire the inaugural Board of Directors, to empower the Founder and CEO to invite a minority portion of the inaugural Board to remain for the purposes of effective transition and knowledge transfer, and to begin recruiting candidates for the Board who aligned with the newly adopted profile. Four Directors were invited to join the 2020 Board. One Director resigned in early 2020 after assuming a new job.

The Board has undergone intentional, if slow growth to attract stewards of the mission who can and will invest themselves fully in the relentless pursuit of building an organization that can build an economy that works for everyone.

### Board Structure & Composition

- Private, public, nonprofit sector C-Suite Leaders  
*Prioritizing private sector experience given earned revenue growth focus*
- Resource access and connections
- Commitment to live the values of the Center
- Diversity: racial, gender, generational, geographic, political affiliation
- Experience in different structures, models and lifecycles of business, government, enterprise
- While individuals may represent a corporation or organization on the board, ultimately, the Center will recruit individuals, and the Board will not include designated institutional seats/ positions.
- Individuals with an understanding of and commitment to the principles of anti-racism, ending white supremacy culture in order to fulfill the Center's mission and willing to actively engage in both the personal learning and growth, and institutional advocacy and change management necessary to achieve that mission
- Committees will implement strategies and governance functions; Include non-board members. Current: Executive & Finance.

**Board Size:** 13-15

### Board Purpose

- Effective, inclusive, results oriented governance
- Endorse and clarify mission, vision, and strategic direction of the Center
- Establish policies, goals, and priorities



- Partner with, and provide guidance and supervision for the CEO
- Actively champion and advocate for the Center with influencers, supporters, partners, and leaders
- Connect the Center with financial and other resources and steward those relationships
- Plan and monitor effective use of resources
- Ensure accountability to legal, ethical, and financial requirements and standards
- Develop and maintain effective governance practices for the Center

### **Expectations for Directors Include**

- Personal ownership of the mission and purpose of the Center
  - Embody commitment to anti-racist actions, institutional practices and efforts in board actions, business and community roles.
  - Demonstrate a commitment to closing racial wealth gaps and achieving inclusive economic growth
- Passionate champions and influencers for the Center
  - Energetic ambassadors
  - Visible community leaders and champions
  - Commitment to make a personally meaningful financial commitment to the Center annually
  - Commitment to leverage personal relationships and influence to achieve the Center's fund development and business development goals.
- Strategic Support and Partnership with Center Leaders and Team
  - Partner with CEO and team to provide input and clarify analysis for strategic goals and services; contribute to thought leadership and CEO peer strategist
- Implement oversight, fiscal monitoring, and accountability practices

### **2021 Priorities**

- Membership:
  - Sector, Gender, Racial diversification
  - Engagement, Impact, Results
- Leadership: Recruiting and Electing a Chair and leadership team
- Committee Activation
  - Finance
  - Governance
  - Executive