

BOARD META-REFLECTION

Connect2Knowledge.ca

PURPOSE

This tool is a guide for your board to bring Equity, Diversity, Inclusion, and Anti-racism (EDI-AR) into the rhythm of your governance.

We recognize that everyone is at a different stage in their equity journey, and this session is designed to meet you where you are. We know every board is in a different place. This tool meets you there. Designed to change how meetings feel and how governance decisions are made. Progress happens in practice and this is one small way to begin.

HOW TO USE THIS TOOL

- At the end of each board meeting, set aside 10 minutes for reflection.
- The Board Chair facilitates at first; over time, others can take a turn.
- Choose 2 or 3 group questions to guide the conversation.
- This is a group practice. Individual reflection is encouraged, but not required or shared aloud.
- Keep the tone open, curious, and grounded in shared responsibility.

GROUP REFLECTION PROMPTS

Choose two or three each meeting:

- Where did we bring an equity lens into our conversations or decisions today?
- Did today's discussions and decisions advance our organization's equity goals?
- What patterns in participation or tone did we notice?
- What assumptions did we challenge—or could have challenged more actively?
- Were there missed opportunities to apply an equity lens today?
- How did we share power, voice, or influence during this meeting?
- How did our equity statement show up in how we worked together?
- How did we hold ourselves or each other accountable?
- Did any subtle acts of exclusion come up, and how did we respond?

INDIVIDUAL REFLECTION PROMPTS

These are optional individual reflections, not generally shared with the group:

- What emotions came up for me during the meeting?
- Did I arrive with a mindset open to growth?
- How did I influence the group dynamic?

SAMPLE SCRIPT FOR THE BOARD CHAIR

"Before we close, we'll take 10 minutes to reflect together on how equity showed up in today's meeting. I'll read a couple of questions. There's no pressure to speak—just an invitation to share what you noticed or wondered about."

TWO GUIDING PRINCIPLES

- *Equity is a shared responsibility.*
- *Reflection is a practical tool for culture change.*

About Connect2Knowledge

We're on a mission to support teams in achieving measurable equity-driven change by empowering them to create inclusive environments and align their efforts toward their organization's vision.

Ready to dive deeper than this 20-minute activity? Contact us to explore resources and support tailored to the unique needs of your organization.

natalie@connect2knowledge.ca
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