GEO Board Composition Philosophy

November 2018

The Grantmakers for Effective Organizations (GEO) community makes the difference between grantmaking as usual and transformational change. With more than 6,000 grantmakers across the globe, we work together to lift up the grantmaking practices that matter most to nonprofits and that truly improve philanthropy.

We believe that the inclusion of diverse voices and a commitment to equitable organizational practices are crucial for all organizations devoted to social justice and long term social change. And we seek to demonstrate this belief through action by recruiting a diverse board that can help us realize our vision for smarter grantmaking by promoting the strategies and practices that contribute to nonprofit success and center racial equity as an effectiveness imperative.

We are committed to recruiting board members whose work, beliefs and organizational affiliation demonstrate their commitment to GEO's vision for smarter grantmaking and for whom diversity, equity and inclusion is relevant, central or essential to their work. Reason being, GEO's own research shows that organizations that implement policies and practices that advance DEI are more likely to conduct evaluations and provide the kind of support that matters most to nonprofits – capacity building, multi-year and general operating support.

We prioritize the recruitment of people with direct decision-making authority in their organizations to serve as GEO board members so that they may further the adoption of smarter grantmaking practices within their organizations.

In recognition of the intersections of systemic gender and racial discrimination in our field and in society at large we aspire to have the GEO board composed of 50% or more people of color and 50% or more women, gender non-conforming and/or non-binary people.

We are committed to creating a board that is inclusive of all voices and on which space is created for all members to participate in and drive decision making.

We hold ourselves accountable by annually assessing our governance practices to ensure that we are living up to our intentions.

Approved by Grantmakers for Effective Organizations Board of Directors
November 8, 2018