Board Matrix – Determining the Gaps

Use this form to determine where your gaps in diversity might be between your current and prospective members. Each number or letter represents a different board member. Place an "X" if the person represents that category. When completed for both current and prospective members, highlight the areas where there are no X's and recruit members to fill the gaps.

Tool: Board Matrix

	Current Members						Prospective Members					
	1	2	3	4	5	6	A	B	C	D	E	F
Age												
19-34												
35-50												
51+												
Race/Ethnicity												
African American/Black												
Asian/Pacific Islander												
Caucasian												
Hispanic/Latino												
Community Connections												
Religious organizations												
Corporate												
Media												
Political												
Areas of Expertise												
Financial												
Fundraising												
Investments												
Legal												

Tool: Board Matrix

	Current Members						Prospective Members					
	1	2	3	4	5	6	A	B	C	D	E	F
Areas of Expertise (cont'd)												
Marketing												
Program focus												
Strategy												
Technology												
Fundraising Abilities												
Personal financial giving												
Access to corporate & philanthropic connections												
Access to individuals with gift potential												
Ability to support special events												
Other												
Bridge builder												
Leader/Strategist												
Visionary												
Worker bee												
Gender												
Male/Female												