

girls  
inc.

of the Pacific Northwest

# BOARD MEMBER APPLICATION



## WELCOME TO GIRLS INC. OF THE PNW

Dear Applicant:

On behalf of Girls Inc. of the Pacific Northwest (PNW), welcome to the premier place to inspire girls to be strong, smart and bold! As an affiliate of Girls Incorporated, a 150-year-old organization, Girls Inc. PNW is celebrating 25 years of providing life changing programs and advocacy to thousands of girls and young people across the Pacific Northwest. When we look beyond present day to 25 years from now, we expect to thrive more and more, as the leading expert on girls, and empowered youth programs and advocacy. Our Board of Directors is comprised of diverse professionals from various sectors across the region who provide support, oversight, and financial investments to ensure we are here far beyond today, and *far* beyond 25 years. Lead by our CEO, Cyreena Boston Ashby, Girls Inc. PNW leadership and staff are well trained experts, and we enjoy a strong partnership with them in realizing our mission.

This application shares about our organization, about our Board of Directors, what is expected of a Board Member, and includes our application to apply for Board membership. It outlines our values and our commitment to diversity. Today we seek energetic, passionate, and diverse individuals committed to our mission and vision, and who have the background and skills to oversee our governance structures, and to support fundraising and financial investments.

Today, we seek Board applicants with the following attributes:

- Primarily reside or work in Oregon or Washington
- Model the values, mission and advocacy platform of Girls Inc.
- A current recruitment priority is members who closely reflect the populations we serve along with other important diverse identities. Currently, sought after demographics of key importance are Black, Indigenous, and People of Color, LGBTQIA persons, gender-non forming persons, and men. Persons with disabilities and veterans' status are also welcomed as member applicants. Persons may also identify with more than one of these demographics, and that is highly welcomed
- Highly networked individuals with willingness and ability to access and/or influence funding sources
- Specific expertise in support of GIPNW operations (e.g., legal, HR, IT, I&D, governance)
- Commitment to serve on Board of Directors within the duration of tenure
- Willing to serve as a company ambassador or higher education partner for our programming
- Those in strategic organizations who are committed to corporate partnership and annual giving

If you identify with *any* of these attributes, please apply! Or, you may be just perusing this opportunity. Anytime is a great time to have a conversation regarding a board membership, and we would be glad to meet with you about volunteer opportunities within of our Board of Directors a well, which includes appointments to our Board's Committees as a non-board member volunteer.

*Either way, please read on. This document is a thorough overview of who we are, what it means to be a Board Member, along with the application process.*

For any needs related to this application, or to speak with someone further please contact us [here](#).

Thank you! We appreciate your consideration of our mission and organization!

Sincerely,

Jessica Hewitt, *Board Chair*

## **ABOUT GIRLS INC. OF THE PNW**

**OUR VISION:** Empowered girls and an equitable society

**OUR MISSION:** Inspire all girls to be strong, smart, and bold

**OVERVIEW:** Girls Inc. of the Pacific Northwest inspires all girls to be strong, smart, and bold. We make an impact in the communities we serve by equipping youth with the skills and confidence to access a bright and economically independent future. By focusing on the whole girl from ages 6-18, we provide life-changing after school programs and experiences that help youth grow up to be healthy, educated, and independent. These positive outcomes are achieved through three core elements that make up the Girls Inc. Experience: *people* – trained staff and volunteers who build lasting, mentoring relationships; *environment* – pro-girl, physically and emotionally safe, where there is a sisterhood of support, high expectations, and mutual respect; and *programming* – research-based, hands-on and minds-on, age-appropriate, meeting the needs of today's young people. Girls Inc. of the Pacific Northwest serves more than 1,000 girls annually throughout Oregon and Washington.

Girls Inc. of the Pacific Northwest is an affiliate of the national nonprofit organization, Girls Incorporated (Inc.), the nation's leading voice for girls. With roots dating back to 1864 and national status since 1945, Girls Inc. has responded to the changing needs of girls through research-based programs and public education efforts that empower girls to understand, value, and assert their rights.

**WHY GIRLS ONLY?** Girls today face real and profound challenges to their well-being and success, including sexual harassment and violence, inequitable access to education, mental health issues, teen pregnancy, and limiting stereotypes and messages. Girls living in poverty are at increased risk of chronic health and psychological disorders, higher rates of violence and crime, lower rates of high school completion, and limited access to economic and social capital necessary to thrive.

Girls Inc. focuses our efforts on girls – including those who identify as girls regardless of their assigned sex at birth, and those who are exploring their gender identity or expression during their time at Girls Inc. – who could benefit the most from the comprehensive Girls Inc. Experience: girls in low-income and under resourced communities. In doing so, we equip them with the knowledge, skills, and confidence to improve their lives, break the cycle of poverty, and strengthen their communities.

Girls Inc. PNW is also a gender affirming youth development organization. We affirm that many youth, regardless of their gender assignment at birth, find our programs and advocacy safe and empowering, and we provide them with critical skills to navigate the many barriers that girls face as well. As such we include gender nonconforming youth into our programs and find safe referral organizations for gender nonconforming and nonbinary youth. This aligns with our expertise as a responsive youth developer, committed to bettering the lives of all young people. [Please review all of our programs and advocacy here.](#)

**GIRLS INC. GIRLS' BILL OF RIGHTS:** Our values are shaped by the Girls Inc. Girls' Bill of Rights, which serves as the foundation for all our advocacy efforts. These rights shape our responses to the difficult social issues facing girls and serves as a powerful platform for empowering Girls Inc. youth.

1. Girls have the right to be themselves and to resist stereotypes
2. Girls have the right to express themselves with originality and enthusiasm
3. Girls have the right to take risks, to strive freely, and to take pride in success
4. Girls have the right to accept and appreciate their bodies
5. Girls have the right to have confidence in themselves and be safe in the world
6. Girls have the right to prepare for interesting work and economic independence

**RESEARCH:** Research shows the Girls Inc. Experience works. As shown in a recent, three-year, assessment by the American Institutes for Research (AIR), the Girls Inc. Experience makes a measurable and marked difference in the lives of youth, regardless of demographic, academic, and social characteristics. Girls Inc. youth outperformed their peers in the following areas tested.

#### **ACADEMIC RECORD OUTCOMES**

- Higher standardized English/language arts test scores
- Higher standardized math test scores
- Better school attendance
- Fewer suspensions from school

## **STRONG (HEALTHY) OUTCOMES**

- Exercise more frequently
- Play on more sports team(s)
- Happier with their bodies

## **SMART (EDUCATED) OUTCOMES**

- Greater confidence in STEAM subjects
- More likely to be interested in a STEAM career
- Believe they can handle harder math
- Greater reading confidence
- More likely to regularly attend and be engaged in school
- Better prepared for life after high school

## **BOLD (INDEPENDENT) OUTCOMES**

- Less involvement with the juvenile justice system
- More likely to see themselves as leaders
- Standing up for fairness and their beliefs more frequently
- More likely to have positive relationships with adults and to see them as allies

**POLICY AND ADVOCACY PRIORITIES:** Girls Inc. of the Pacific Northwest is committed to advancing the rights and opportunities of girls to reduce and eliminate the barriers they face, and to reform systems that impede their success. We are committed to youth-centered and youth-led advocacy that lifts their voices and empowers them to be change agents in their communities and beyond. With this in mind, we have established the following four priorities.

### **1. COMBAT BULLYING, HARASSMENT AND SEXUAL VIOLENCE**

- Ensure schools prevent and address harassment and violence, and student survivors get the support they need to continue their education
- Prevent sexual violence, teen dating violence, and child sex trafficking by raising awareness and pushing schools to teach healthy relationship education and train staff to identify signs of victimization
- Strengthen laws, policies, and programs that promote trauma-informed practices and improve support for survivors of gender-based violence

### **2. PROMOTE EDUCATIONAL OPPORTUNITIES AND ECONOMIC INDEPENDENCE**

- Promote youth's access to meaningful educational opportunities for career paths that are nontraditional for women, including in science, technology, engineering, and math (STEM)
- Advance diverse media representation of women and girls in nontraditional career fields
- Reform unfair school discipline policies and practices that disproportionately push girls of color, girls with disabilities and LGBTQIA youth out of school
- Advance policies that provide educational opportunities for young people, regardless of real or perceived immigration status or family income

### **3. SUPPORT GIRLS' MENTAL HEALTH**

- Combat prevalent stigmas surrounding mental health issues and treatment, including depression, anxiety, eating disorders, and trauma
- Promote diverse, empowering images of people of all races, ethnicities, skin colors, sizes, body types and abilities, and combat limiting depictions of women that contribute to mental health conditions and low self-esteem
- Push for more school-based health centers, counselors, social workers, and other programs that help low-income youth access mental health services
- Advocate for trauma survivors' access to the resources they need to heal and succeed, in schools, in the juvenile justice system, and in their communities

### **4. ADVANCE REPRODUCTIVE JUSTICE**

- Advocate for schools to provide comprehensive, medically accurate, non-shaming, and LGBTQIA-inclusive sexuality education that informs young people about how to prevent unintended pregnancy and sexually transmitted infections
- Expand and protect access to quality, affordable reproductive health care for youth

## **BOARD STRUCTURE**

Girls Inc. of the Pacific Northwest strives to ensure leadership representation from each community we serve. We currently operate in Portland, SW Washington, Seattle, and Tacoma metro areas. The Board of Directors is comprised of officers and directors who chair standing committees and hold fiduciary responsibility to govern the organization. A task force may be established as needed by the Board of Directors to focus on topics such as Strategic Planning.

### **Board of Directors Leadership Roles**

#### **Officer Roles (4)**

- President & Board Chair
- Vice Chair & Secretary
- Treasurer & Chair of Finance & Audit Committee
- DEI & Board Development

#### **Director Roles (5)**

- Fund Development & Donor Stewardship Chair
- Governance:
  - Recruiting & Onboarding Chair
  - Processes & Systems & Board Performance Chair
- Marketing & Advocacy Chair
- STEAM Chair

## **(Executive) Board of Directors Fiduciary Responsibilities**

- Protect Girls Inc. of the Pacific Northwest assets and oversee their productive use
- Regularly review the organization's financial statements
- Review and approve annual strategic plan and budget
- Manage CEO performance

## **Board Membership**

Volunteers can serve in a variety of roles on Girls Inc of the Pacific Northwest board:

- **Voting Member** of the board (financially contributes, shares mission with network and participates in fund raising, serves on a committee, aspires to a leadership role as Officer/Director & Chair of a committee during their tenure)
- **Ambassador** (shares mission with network and participates in fund raising)
- **Advisor** on Task Force or Standing Committee (subject matter expert - pro bono work or thought leadership)

Voting members are elected to two-year terms by the Executive Board of Directors; renewable to members in good standing without term limits. Leadership positions (Officer & Directors) are elected to two-year terms by all Voting Members on the Board and are limited to three consecutive terms.

Ambassadors and Advisors brought on to help a Task Force or Committee do not require board approval and will go through the same onboarding requirements such as background check and completion of a Non-Disclosure Agreement.

Visit [girlsincpnw.org/about-us/leadership](https://girlsincpnw.org/about-us/leadership) for a list of current members.

***We are currently seeking members of the Board of Directors which meets every other month, for 90 minutes via Zoom. There are other standing task force and committee meetings which Board Members will be appointed to attend, and these meetings are virtual. As an organization with board members in multiple cities, we limit and preschedule in-person meetings far in advance, which may be hosted in Seattle, Vancouver, or Portland.***

## **BOARD ROLES AND RESPONSIBILITIES**

Our continued ability to empower future generations of healthy, hopeful youth depends on the personal commitment and active involvement of a select group of professionals who embrace the privilege to serve and the responsibility to lead. Board members are expected to be zealous advocates on our behalf, enthusiastic communicators of our vision, and to play an integral role as leaders in fundraising activities.

### **General Expectations**

- Be informed about and support Girls Inc. of the Pacific Northwest's mission, vision, policies, and programming
- Attend activities and events sponsored by Girls Inc. of the Pacific Northwest whenever possible
- Suggest possible board nominees who can make significant contributions to the work of the board and organization
- Serve on committees and volunteer to take special assignments
- Inform others about the organization and serve as a Girls Inc. of the Pacific Northwest ambassador to the public
- Keep current on girl-related issues
- Refrain from representing Girls Inc. of the Pacific Northwest in lobbying or other political activity without the prior written consent of the board
- Participate actively in assessing and developing the organizational strategies, goals, and objectives
- Make a commitment to prepare for and attend board meetings, service on at least one board committee and support/ attend all organization fund development and requested program-related events
- Participate in an annual impact plan with the CEO or Director of Development and Board Chair to set personal board contribution goals and then self-assess at the end of the year
- Abide by multi-year term as written in the by-laws

### **Meetings**

- Review agenda and supporting materials prior to board and committee meetings
- Attend board and committee meetings — a board member should not miss two consecutive board or committee meetings without good reason
- Actively participate in meetings by asking questions consistent with personal conscience and convictions, while supporting the majority decision on issues decided by the board
- Maintain confidentiality of the board's deliberations
- Speak for the board only when authorized to do so
- Make suggestions for agenda items to ensure that significant policy-related matters are addressed



## Avoiding Conflicts

- Review Girls Inc. of the Pacific Northwest's Conflicts of Interest Policy and complete disclosure statement
- Serve the organization rather than any special interest group or constituency
- Avoid even the appearance of a conflict of interest that might compromise the organization's mission
- Disclose any possible conflicts to the board in a timely fashion
- Never accept/offer favors or gifts from/to anyone who does business with the organization

## Fundraising

- Adhere to the Board "Give/Get Policy" of raising \$7,500 per fiscal year through including but not limited direct individual giving, or fundraising for our special event tickets, auction items, table sponsorships and/or an employer generated monetary donations.
- Participate actively in fundraising events and activities through procurement, attendance, or sponsorship support
- Assist the organization by implementing fundraising strategies and resources through personal influence with others
- Actively participate by providing names and contact information for prospective partners, volunteers, and donors
- Participate on the Fund Development Committee during first one to two years

## Commitment to DEI

Girls Inc. of the Pacific Northwest is a gender-affirming, pro-girl organization that strives to meet our mission to inspire girls and all youth to be strong, smart and bold. We understand the importance of being aware of, and sensitive, to the needs of youth based on racial, ethnic, religious, cultural, ability, income, language, sexual identity, national status, and other demographics by which they self-identify. To address the opportunity gaps and systemic inequities that Girls Inc. of The Pacific Northwest youth face, our DEI journey is a never-ending commitment. It is a cornerstone for us in governance, programming, partnerships, operations and procurement, and advocacy. Diversity, Equity, and Inclusion impact every aspect of our organization, and this statement affirms our DEI commitment by our Board of Directors, Leadership, and all Staff. Our Board of Directors is also supported but a DEI Board Officer. Below is a set of definitions we use to create a diverse, equitable, and inclusive culture.

- **Diversity / Diverse:** A quantitative output of the various identities of our board of directors, staff, and youth—and how these identities intersect with each other—within Girls Inc. of the PNW.
- **Equity / Equitable:** Equity refers to the supports put in place to ensure that everyone is given resources to match their needs.

- **Inclusion / Inclusive:** A qualitative output based on the culture created and felt by the employees of Girls Inc. of the PNW.

We affirm DEI through these accountable measures:

- Diverse and intentional Board of Directors recruiting and membership
- Year around Board and Staff trainings that bolster DEI development
- Supporting advocacy on social matters that impact our youth
- Affirming gender pronouns usage
- Asking our board applicants to have a commitment to these factors

## **SUBMIT YOUR INTEREST IN BOARD SERVICE**

Below are the steps in our board member application process. We look forward to receiving your application for board service.

**STEP 1:** Complete the board member application and submit your completed application via this document, then email this PDF document to [info@girlsincpnw.org](mailto:info@girlsincpnw.org).

(If you know a Board Member, the Girls Inc. of the Pacific Northwest CEO, or another staff member, you are welcome to contact them to learn more about board service.)

**STEP 2:** Complete the Background Check Screening process. **(See below)** As a youth serving organization, all Board Members are considered volunteers, and all volunteers must pass a mandatory background screening.

**STEP 3:** Once you have submitted your board member application and the background screening process, you will be contacted by a member of the Girls Inc. of PNW staff with more information about timing and next steps.

**STEP 4:** The GIPNW Governance Committee will review your application in alignment with the current board member criteria. Following this process, you will be contacted for next steps.

**STEP 5:** If your application is in alignment with the current board member criteria, you will be asked to attend an Info Sharing discussion (via Zoom) with the GIPNW CEO and member(s) of the executive board. During this discussion, you will learn more about our mission, values, current programming, board service and an open Q&A. Important facets of our screening are an applicant who:

- Primarily resides or work in Oregon or Washington
- May be of diverse identity such as Black, Indigenous, and Person of Color, LGBTQIA persons, gender-non forming persons, and/or men. Persons with disabilities and veterans' status are also welcomed as member applicants
- Agrees with the [values, mission and advocacy platform of Girls Inc.](#)

- Is willing to serve as company ambassador or higher education partner for programming
- Has specific expertise in support of GIPNW operations (e.g., legal, HR, IT, DEI, governance)
- Reserves a future commitment to serve in a leadership role on the Board of Directors within the duration of tenure
- Willing and able to access and/or influence funding sources through their associations and networks
- Is part of a strategic organization committed to partnership and/or annual sponsorships/gifts

**STEP 6:** After receiving more information at our Info Gathering meeting, a member of the executive board and/or the CEO will conduct a 1:1 discussion to better understand your interest in board service and answer any further questions.

**STEP 7:** During board member open enrollment, the Governance Committee will present each candidate to the board for a vote. You will be notified of the outcome. If approved, you will be welcomed to the board and begin the board orientation and onboarding process.

### **Background Check Screening**

To complete the board member application process, Girls Inc. of the Pacific Northwest will issue a request for an online background check through Sterling Volunteers. Please follow the steps below to complete your background check.

**STEP 1:** Visit the Sterling Volunteers website: [sterlingvolunteers.com/volunteers](https://sterlingvolunteers.com/volunteers).

**STEP 2:** Click 'Get Started' to create an account and log into the volunteer portal.

**STEP 3:** Select 'Get Verified' and enter the following code: *8xyk2xm*

**STEP 4:** Fill out the four steps, enter your credit card information, and click 'COMPLETE'.

If you have questions or issues completing the background check, please email [info@girlsincpnw.org](mailto:info@girlsincpnw.org).

**(FOR APPLICATION SEE NEXT PAGE)**

## **Board Membership Application**

Name:

Email:

Mobile Phone:

Address:

City/State/Zip:

### **Board Member Criteria**

- You agree with the values, mission, and advocacy platform of Girls Inc.
- You are a highly networked individual with willingness and ability to access and/or influence funding sources.
- You have specific expertise in support of GIPNW operations (e.g., legal, HR, IT, DEI, governance).
- You are committed to serving on the Executive Board of Directors within the duration of tenure.
- You are willing to serve as company ambassador or higher ed partner for programming (e.g., Eureka!).
- You are part of a strategic organization committed to partnership and/or annual sponsorships/gifts.

### **Board Member Criteria - DEI**

- You are a person of diverse background with any of these identities: Black, Indigenous, Person of Color, LGBTQIA person, gender-non forming person, or man; persons with disabilities and veterans' status.

### **Areas of Interest**

In which of the following areas are you interested in contributing during your board service?

- Advocacy
- DEI & Board Development
- Finance & Audit
- Fund Development & Donor Stewardship

- Gov: Recruiting & Membership  Gov: Processes & Systems including Board Performance
- Leadership
- Marketing
- Strategic Planning
- STEAM

Please share relevant experience below and attach your resume.

Why are you interested in Girls Inc. of the Pacific Northwest, as a Board Member?

What area(s) of expertise/contributions do you feel you can make?

Please list any organizations with which you are affiliated (non-profit, professional, etc.).

Have you ever served on a Board before?

- Yes       No

If yes, please list the organization(s) and your role on each, and the years in which you served:

Foundations giving non-profit grants look for a demonstration of 100% board commitment to fundraising including making a personal contribution. Are you able to make a **yearly** personally significant financial contribution to Girls Inc. of the Pacific Northwest?

Yes       No

Have you read the Girls Inc. advocacy statements, and do you affirm that you will adhere to these principles when making decisions related to Girls Inc. of the Pacific Northwest?

Yes       No

### **Board Connections**

Please share any connections you have with existing or prior Girls Inc PNW board members.

**-END-**

Thank you for your interest in Girls Inc PNW board service!

Please email this completed application to:

[info@girlsincpnw.org](mailto:info@girlsincpnw.org)