## MAJOR STEPS ON THE JOURNEY

• Take a few moments to note a few items on your timeline:

Org	My	Programming	J	Staff Retreat		
Founded	hire	broadened		addressed DEI		Today
				·		
<b>'97</b>	<b>'</b> 05	<b>'07</b>	'10	'13	'15	'18
		Funder questioned		oned S	Struggled to attract	
		board diversity		y	diverse candidates	

