

Georgia O'Keeffe Museum

Nominating and Governance Committee of the GOKM: Diversity and Inclusion (July 2020)

To meet its goal to advance good governance within the Georgia O'Keeffe Museum (GOKM), the Nominating and Governance Committee shares responsibility with the Board of Trustees to provide regular and ongoing attention to matters of diversity and inclusion in the life of the museum, in particular with respect to the museum's elected Board of Trustees.

In doing so, the Nominating and Governance Committee will consider and recommend diverse candidates among nominees for election to the Georgia O'Keeffe Museum Board of Trustees to include persons who meet traditionally recognized criteria in the United States as historically underrepresented in positions of leadership. Specifically, this includes women, Black, Indigenous, and Persons of Color, LGBTQ+ and people with disabilities.

To accomplish this goal, the Nominating and Governance Committee will facilitate discussions among the committee and the trustees about diversity and inclusion to include the mix of non-financial and other assets and experiences that can be of value among trustees in advancing the museum's work. In addition to the aforementioned groups, the GOKM should examine how it interacts with the communities of the Southwest, the nation and other countries. Importantly, we should examine how to represent and carry forward the pioneering life embodied by our namesake, Georgia O'Keeffe. The committee recognizes that this must be an ongoing and evolving series of discussions within the life of the organization. It is a long run commitment and not a one-time or "check the box" exercise.

To measure progress in achieving its goals, the Nominating and Governance Committee will undertake to monitor and track the committee and board's efforts to advance diversity and inclusion. The committee, trustees and museum leadership have worked to initiate a process by which trustees can voluntarily provide information about themselves that will be useful in this effort.

Knowing that some organizations have developed criteria for measuring progress, the committee will develop measurement criteria to support the efforts of the committee and the Board of Trustees. The committee notes with interest the processes gaining support within the legal community to measure and advance diversity and inclusion in leadership, known as the "Mansfield Rule". Inspired by the pioneering "Rooney Rule" in the National Football League, the "Mansfield Rule" – named for Arabella Mansfield, the first woman admitted to practice law in the U.S. – measures whether law firms have affirmatively considered historically underrepresented lawyers for leadership and governance roles (at least 30 percent of the candidate pool for certain positions). Companies and organizations representing in-house corporate counsel have developed similar processes, along with other examples emerging in the private sector.

It is the Nominating and Governance Committee's expectation that processes such as these can be adapted for considering potential candidate pools for the Board of Trustees and its committees and reviewing overall progress. The committee undertakes to work with the Board of Trustees to develop an appropriate model and other means to advance diversity and inclusive leadership within the Georgia O'Keeffe Museum and to foster our organization's role and position of influence within our communities, nation and internationally.