



LANDSCAPE ARBORETUM

UNIVERSITY OF MINNESOTA

*Driven to Discover®*

# Board Diversity Recruiting Toolkit

---

IDEA Center Cohort for Public Gardens  
2022-2023



# Outline of Toolkit

I. About this toolkit

---

II. Realization

---

III. Education and Workshops

---

IV. Steps Taken

---

V. Our Barriers

---

VI. Continued Work

---

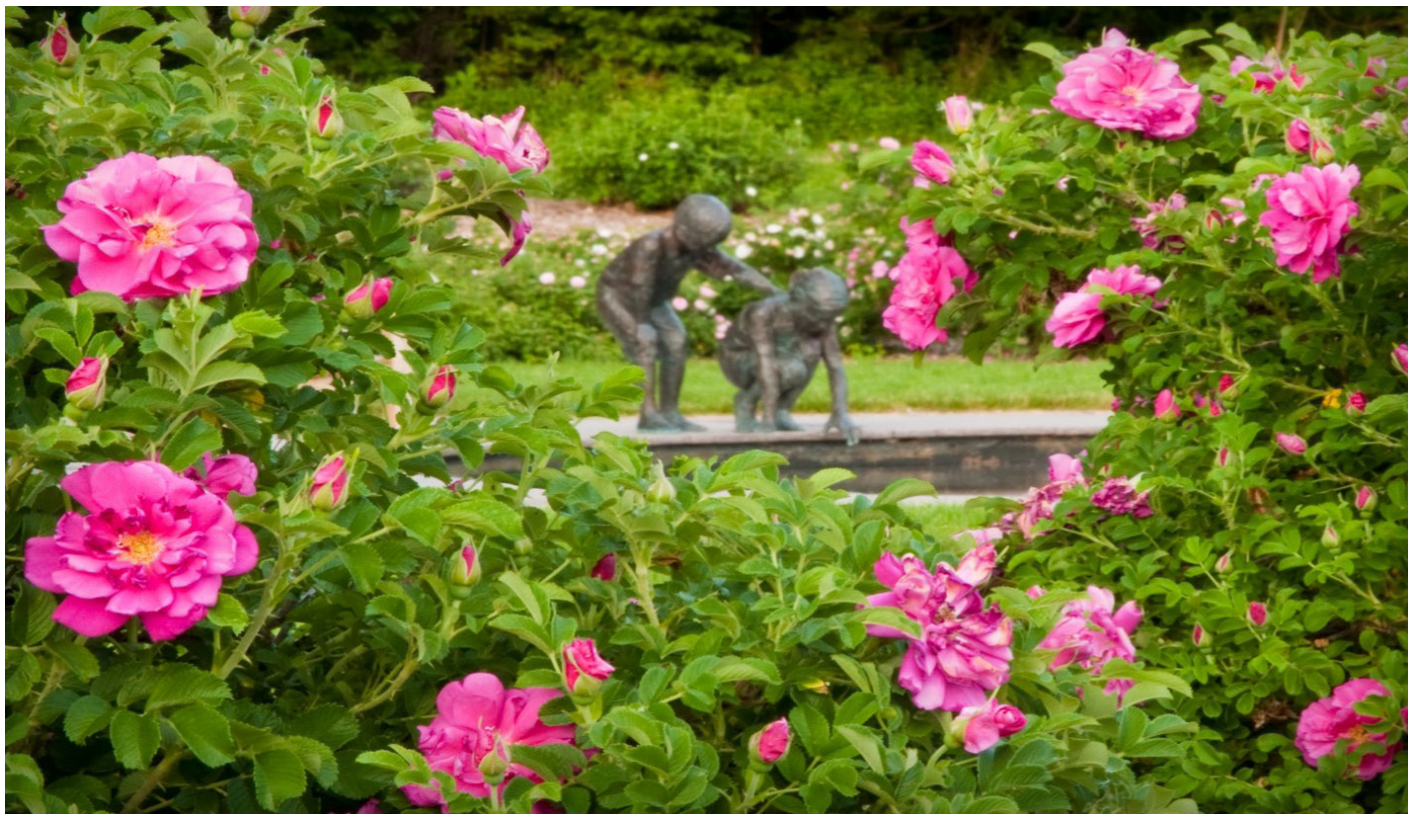
VII. Resource

---

## About this toolkit

Welcome! Your efforts towards recruiting a culturally and racially diverse board aligns with many efforts lead across the country in public garden DEI conversations and creating project plans to put efforts into action.

This toolkit is designed to be a resource that outlines the experiences of the Minnesota Landscape Arboretum approaches and failures to Board Diversification.



## Realization

The first step for an public botanical garden is the realization that public gardens have a history and culture of being spaces that practiced colonization and still have policies and spaces that create barriers for under representative groups.

## Education and Workshops Attended

Participants of American Alliance of Museum Facing Change Initiative

IDEA workshop with a panel of experts from Denver Botanic Gardens, New England Botanic Gardens at Tower Hill & Filoli Historic House and Gardens.

## Steps Taken

Invite people to be on a committee

Do a full day orientation from the current board

Have a buddy program

Consider a community advisory committee

Realize recruiting diverse trustee candidates takes time

Create partnerships with professional organizations and institutions that support the needs of women, people of color, and other underrepresented groups.

## Our Barriers

Competing Cultural Intuitions in the area

Time commitments

Financial contributions

The surrounding demographics of the Arboretum

See below:

Minnesota demographics 2022 Population 5.71 Million

- White: 81.64%
- Black or African American: 6.43%
- Asian: 4.91%
- Two or more races: 3.88%
- Other race: 2.12%
- Native American: 0.97%
- Native Hawaiian or Pacific Islander: 0.04%
- Average age: 37.7

Twin Cities Metro Area – Population 3.6 Million

- White: 73%
- Black: 9%
- Asian: 7%
- Hispanic: 6%
- Two or more races: 5%
- Native American and Islanders less than 1%
- Average age: 38

## Continued Work

Continually reflecting on mission and revisiting strategic planning. Continued prioritization, time commitment and allocating resources. Creating a smaller committee dictated to project plan and continued community partnerships.

## Resources

Minnesota Demographics: [www.census.gov/quickfacts/MN](http://www.census.gov/quickfacts/MN)

Photo Credit: Mark MacLennan

Minnesota Landscape Arboretum Shrub Rose Collection