

Onboarding for New Trustees

Onboarding Stage	Upon Trustee Vote	Prior to Start of Term	First Board Meeting	End of First Quarter	End of First Six Months	End of First Year	Beyond
Goals	Preparatory		Orientation	Integration			Beyond
Process	Offer and Museum board materials will be shared with you	CEO or Board Chair will confirm upcoming board meetings	CEO/Board Chair will introduce you to other board members	Board Chair will schedule meeting to assess onboarding progress, set goals, and provide template for year-end board and self-evaluation	Board Chair will meet with you to review goals and identify together development opportunities for the coming year and Committee placement	Board Chair/CEO will meet with you for an annual board and self review and reflect on successes and challenges, update development plan, and suggestions for other adjustments	You are encouraged to keep documenting your committee work and implement board level improvements
Organizational/ Board Culture	Museum board will be transparent about process and share how equity shows up in our work	Take this time to consider how you would like to contribute to the board culture and complete your initial IDI assessment and debrief	Board Chair/CEO will review vision, mission, values, and progress of strategic plan	You will get opportunities to engage in museum activities and meet museum staff/departments	CFO will provide overview of budget and investment policies and procedures	You will be invited to share feedback on the Museum's recruiting, onboarding, and board/organizational culture	Continue applying IDI to your board work and learning more about IDI
Board Committee				You will have the opportunity attend meetings of board committees to learn about their work	You will join a Committee that aligns with your interests and goals	Your Committee Chair will check in on what you would like to further contribute to the committee and what possibilities there are for implementing your suggestions and goals	Think about the ways that you can strengthen your collaboration with your fellow trustees and other committees