“What would it take for you to consider applying to be a board member?”

There are **seven large categories** of themes that were pulled from responses. All responses are included.

**1 Some respondents have applied, are applying, or are considering for themselves or others**
- Those who have served on the board:
  - One past board member reports, “I never felt welcomed or as part of the team during my short term which is one of the reasons I resigned. I had an ED who was less than supportive at the time and did not want me serving, but ultimately I didn’t have an issue with this due to my lack of connection while serving.”
  - One reports serving but no other information
- One respondent reports they just applied
- Four report they would like to apply.
  - One distinguishes desire to apply due to the following:
    - “I am considering it and had a discussion a couple months ago with some of the other members about all of us applying to be a board member because of our concerns about WCASA.”
- Some participants mention they cannot apply but encourage others to do so
  - “I encourage other members of our agency leadership team to consider applying.”
  - “I may not apply as a board member, however would consider having a staff member be involved.”

**2 Respondents would like more knowledge on the following**
- Time commitment required
- The duties and expectations of a board member
- A job description
- Understanding how the board is structured
- Understanding on the recruitment process and selection
- Would like to see a work plan / strategic plan used by the board
- Understanding what the board does
- Understanding of what WCASA is looking for in a board member
- Knowing when there are openings
3 There are changes related to financial responsibilities that respondents would like to see:
   o Changes in financial donation, specifically related to location
     ▪ “I feel you should not have to donate money to WCASA if you want to be on the board. I believe you can help raise funds if possible but not being located in Madison and having to raise funds for your own organization makes it difficult.”
     ▪ “Not being located in Madison and having to raise funds for your own organization makes it difficult.”
   o Desire to engage in community engagement versus solely dues
     ▪ “I feel you should not have to donate money to WCASA if you want to be on the board. I believe you can help raise funds if possible.”

4 There are other changes that participants would want or would like to see:
   • Would like to see education for board members
     ▪ “Board fundraising education through Association of Fundraising Professionals or Wisconsin Nonprofit Association”
   • Would want to ensure that their time would make a difference
     ▪ “Knowing that I would be making a difference and be a voice for the movement.”
   • A transparent internal audit of coalition and board
   • Change in direction or focus
     ▪ “A change in focus.”
     ▪ “A big change in direction.”
     ▪ “WCASA to be more forward-thinking.”
     ▪ “The Board would need to be focused on WCASA’s role as the statewide entity addressing sexual violence.”
     ▪ “The Board would need to be committed to ensuring that SASPs are supported.”
   • Integrity in agency practice
     ▪ “I would have to know that the BOD walks the talk of respect, dignity, unity and WCASA’s mission statement.”
   • Stability
   • Commitment to finding out needs
     ▪ “Listen Find out what people are really feeling about WCASA Change what needs to change”
5 There are physical/tangible items which members would like to see
- Assistance with travel costs (most frequently listed)
- Having a meeting location closer to these members
- Time reimbursement
- Would need supervisor’s approval

6 There are changes related to diversity, equality, and identity that respondents would like to see:
- A commitment to diversity and diversification
  - “Diversity”
  - “Diversify”
  - “Our battle will be ongoing for as long as most of us are alive. We need to pull together—survivors, therapists, hospitals, agencies, courts, police, general public, executive directors, schools, educated, uneducated, brown, black, white, Asian, Native American, etc. I need to know that all members of the board are equal regardless of the above.”
- That WCASA would partner meaningfully with communities of color
  - “Have the organization partner meaningfully with communities of color and not treatment as they recyclable or replaceable. To that end, the organization must reach out to learn from those communities, not to teach or train them.”
- That board and staff represent demographics of the state
  - “The organization (board and staff) must represent the demographics of our state.”
  - “Board was membership based.”
- A focus on intersectionality
  - “organization development regarding leading a movement focused on the intersectionality of survivors identities and the root causes of sexual violence to include racism, solidarity building and antiracism as sexual violence prevention and intervention.”
- WCASA would reach out to WOC
  - “The organization should reach out to WOC who have left it or who stop supporting WCASA.”
- Individual staffing changes
  - “I would have to know that the women I consider bullies are gone.”
Some respondents are not interested or cannot serve due to the following:

- Being new and lacking experience
- Being prohibited by their work from serving
- Stating “NA”
- Lacking time (listed by 11 respondents)
  - Specifically, one respondent shared: “Only if I would not be taking time away from the people we serve. There are not enough staff at this agency to allow any of us to do that now.”
- The expectations and financial requirements
  - “When I have heard what the expectations are and the financial requirements, I would not consider applying.”
- Conflict or Uncertainty (no further details provided)
- Disinterest
  - “I am not interested in this. Feels too political.”
  - “I don’t know that I would.”
  - “An act of God.”