**II Getting Ready.  Getting Selected.**

**Session 1**:

1. What is the conversation that you would like to drive on the topic of black corporate directors? (“inspire others to have tough conversations … getting in the board room is the first step…what we do in the board room is the second”)
2. How does this conversation parallel or board director experience differ, publicly traded to privately held? How does the conversation on black corporate directors parallel or differ when we move from publicly traded to privately held companies?
3. What did it take to move from being a board director to being a leader on a board?

***Moderator led questions …***

Getting Ready …

1. How does one “show up” on the radar for a board search to even be considered for a board seat?
   1. What does it take to get selected? First question is can a candidate add value? Distant second is diversity considerations. Diversity …. Gender is number one objective, age is second and, race as trailing third.
   2. Fit is an important part of the selection process. Why is fit particularly important in the board room?

Differentiating skills sets

1. How does one differentiate themselves during the selection process?
   1. Governance versus management experience. Can you speak to importance of governance experience versus operating experience in board selection?
   2. Importance of being able to contribute to at least one of big four committees: Nom Gov, Compensation, Risk, Audit?
   3. Board’s value collegiality so some would argue that that leads boards to add colleagues they know who also happen to look like them.  How can boards identify candidates who are AA and have all the skills but perhaps do not have the visibility?
   4. Is there a role for you as an AA Director? An agenda you should be advancing: C-suite, supplier diversity, philanthropy, other?

Pittsburgh specific questions …

1. Does Rooney Rule help or hurt?
2. How should boards respond when recruiters say they cannot find an aa candidate or the candidates they bring are not properly qualified?
3. “If a Pittsburgh Nom Gov Chair/CEO wanted to find an AA director how would she or he find one?
4. Where do companies get their leads from when building a prospect list for boards?
5. How can a Pittsburgh Nom Gov Chair/CEO identify candidates who are AA, may not have the visibility but, have all the requisite skills?

*Questions from the floor?*