THE DIRECTOR DIVERSITY INITIATIVE (DDI) works to increase the representation of women, people of color, and others who would add diversity to corporate boards of directors and welcomes all who are interested in learning more about the value of board diversity. The DDI website links to other organizations focused on board diversity and the LinkedIn page collects news reports related to director diversity.

DDI BOARD BOOT CAMP
This annual program is designed for women, people of color, and those who would add in other ways to diversity and want to learn more about corporate board service. Topics include the job of a director, the skills needed and how to develop them, realistic approaches to advancing your candidacy for a board position, diverse directors in non-diverse settings, and evaluating companies and opportunities. Enrollment is limited and based upon application. Small groups led by a panelist meet after the program to work on each participant’s board documents.

One-hour programs are offered at least once a month on specific subjects like board packaging, specific board skills, and to introduce other organizations also working to increase board diversity. A Black Paper on how boards can address racial justice issues was produced after one of these programs. The paper is available on the DDI website.

DATABASE OF POTENTIAL DIVERSE DIRECTORS
The DDI maintains a database on which current and potential directors may register and attach a current resume. Professor Lissa Broome searches the database in response to requests from firms looking to expand their director candidate pool. In 2021, the DDI performed 38 searches. The database reach is expanded by partnerships with Diligent Corporation, Equilar, and Bolster.com. Database members are invited to prepare profiles on the databases these organizations maintain for their corporate clients.

SUCCESSES
Successful director candidates who benefitted from the assistance of the DDI are featured at ddi.law.unc.edu/successes.

NC DIRECTOR DIVERSITY CENSUS
Every three years, the DDI conducts a census of director diversity for the 50 largest NC public corporations. The 2021 census also includes Named Executive Officers, 9.2% were people of color and 15.3% were female.

HISTORY
The DDI was formed in 2003 at the suggestion of Henry Frye, the retired chief justice of the North Carolina Supreme Court and first African American who served in that position, and Tom Ross, then the executive director of the Z. Smith Reynolds Foundation.