

# Questionnaire

*2025 Board of Directors' Candidate Recruitment*



This questionnaire is a way for us to learn more about you and how your skills and experience relate to this year's organizational priorities and needs. Responses do not need to be long but we'd like you to be thoughtful. Please set aside an hour to answer the questionnaire. We suggest you write out your answers ahead of time then submit them through the form once you're ready.

There are four sections to this questionnaire:

1. Background
2. Board Responsibilities and Commitments
3. Skills and Experiences
4. Demographics (optional)

All answers to the following questions, except where noted below under Demographics, will be published on the San Francisco Bicycle Coalition website ([www.sfbike.org](http://www.sfbike.org)) as part of the election process.

## Background

- Your name
- Your LinkedIn profile url or work experience
- Your pronouns
- Why do you bike? How do you connect to bicycling?
- Why did you join the San Francisco Bicycle Coalition?

## Board Responsibilities and Commitments

The SF Bicycle Coalition is governed by a volunteer Board of Directors. The board is responsible for the organization's financial health and achievement of its mission. As a Board Director, you must commit to the following:

- Be dedicated to the mission, the strategic plan, and priorities of the SF Bicycle Coalition
- Abide by the legal fiduciary responsibilities
- Commit to working with your fellow directors to advance the work of the Board
- Fully engage with board work and participate in board meetings (2-4 hours per week)
- Collaborate within the Board, with staff and with membership
- Be professional - be prepared and show up

- Be a leader - know when to step up, step down, and show up
- Be exemplary of the SF Bicycle Coalition
- Be committed to advancing equity and antiracism through the work of the SF Bicycle Coalition

I commit to all of the responsibilities of a Board Director.

## Community Agreement

The San Francisco Bicycle Coalition strives to create a positive and supportive environment where all people feel welcomed, seen, celebrated, and treated equitably, in line with our Strategic Plan Core Values of Transportation Justice, Sustainability, People Power, and Joy.

- We approach each other with empathy and care.
- We ask for and use each other's pronouns.
- We respect every person's autonomy by seeking consent before physical contact and offering before we help or explain.
- We take responsibility for our own participation and create space for the participation of others.
- We are aware of the impact of our words and actions and that good intentions can have negative impacts; microaggressions, including unintended ones, are harmful and we seek to eliminate them.
- We let someone know when we have been hurt and we try to forgive.
- We do our best to fulfill these agreements, we hold one another accountable to fulfilling them, and we work to correct mistakes.

I commit to the Community Agreement of the SF Bicycle Coalition listed above.

## Skills & Experiences

- Tell us about your involvement with the SF Bicycle Coalition and/or other community groups.
- Tell us about any skills or experience that you would bring to the board. For example fundraising, finance, budgeting, HR, coalition building, facilitation, etc.
- Have you served or worked with a non-profit board before? If yes, tell us what you would bring from that experience to our board?
- Board and staff alike have acknowledged the role the organization and leadership has played in perpetuating white supremacy within transportation and biking culture. We are

committed to taking action, both internally and externally, to be an antiracist organization and fight for transportation equity and justice in San Francisco. Tell us about your familiarity or experience with antiracism work.

- Is there anything else you'd like to share about yourself?

## Demographics (Optional)

One of our goals is to build an organization whose members, board, and staff reflect San Francisco's demographics. So if you are comfortable sharing, please let us know how you identify. The answers will be kept confidential and will not be published on election materials.

- Age?
- Gender?
- How would you describe your race or ethnicity?
- Do you identify as LGBTQ?
- Do you identify as a person with a disability?
- Are you a parent?
- What's your city or neighborhood of residence?