

TRUSTEE WEEK 2020: BOARD DIVERSITY AND INCLUSION

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Session purpose



Participants to crave
greater diversity on Boards



Greater insight into how
this can be achieved.



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Session outline

- **Cultivate** shared understanding of definitions
- **Explore** the value of diversity in Boards
- **Examine** the evidence
- **Reflect** upon: how inclusive and accessible is the environment new Trustees will be entering?
- **Learn together**: practical ways of recruiting a more diverse Board
- **Action**: And now what?



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Defining equality, diversity, inclusion



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Equality

- **Equality of opportunity to all people.** Ensuring equal opportunity and access for all groups both in employment, and to goods and services. (Legal focus on protected characteristics)
- Equality is about '**creating a fairer society, where everyone can participate and has the opportunity to fulfill their potential**'

- DoH, 2004

Diversity

Recognising and valuing the differences that exist amongst people both inside and outside of the legal framework

Inclusion

"A sense of belonging: feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best"

- Miller and Katz (2002)



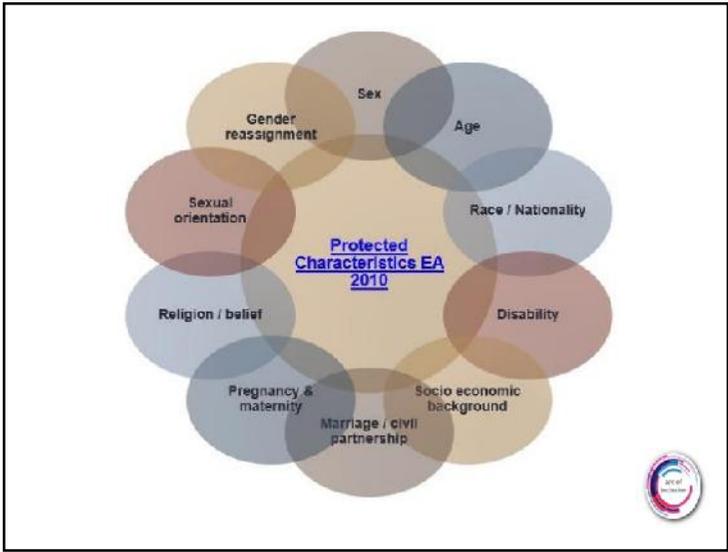
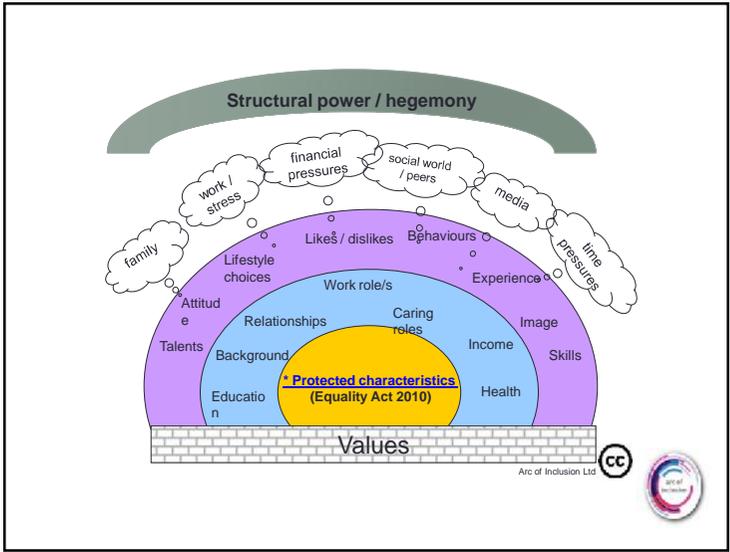
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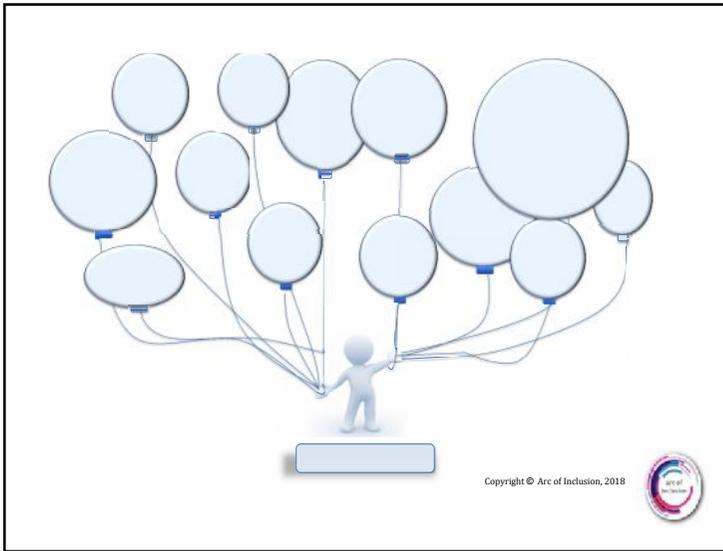


THE DIVERSITY OF THE INDIVIDUAL UNIVERSE



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Common Ground

Our approach to
'what is the purpose of a board'?

We think/believe:

- Part of a **team** to help an organisation achieve its potential
- Good/honest '**critical friends**'
 - *(holding staff to account)*
- as well as '**fiduciary**' responsibility
 - *(being accountable)*

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Quick Concentration Test!

I am going to show you a short video

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Quick Concentration Test!



players in white

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Evidence

- Inclusive Boards Report
 - Only 2.9% of trustees and 2.5% of senior leaders within the sector were women of colour
 - Less than 1% of trustees are aged 18-24
 - 43% of trustees are women
 - Very low numbers of disabled trustees (outside of disability charities)



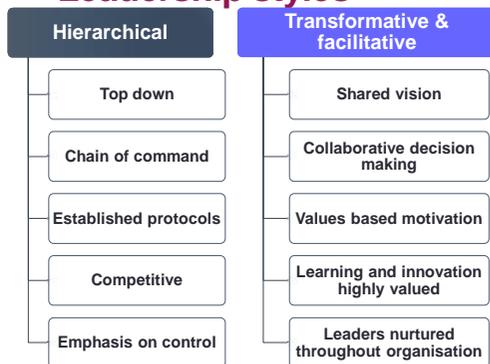
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Characteristics of inclusive environments



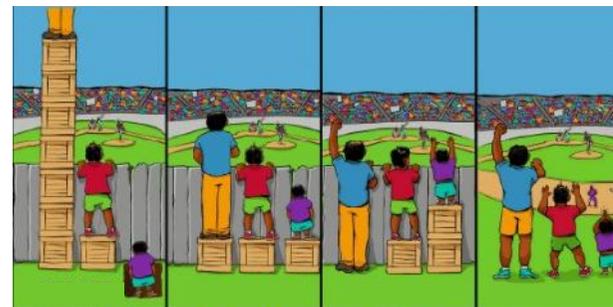
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Leadership styles



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Inclusion in action?



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Attracting new talent

- Break down Trustee stereotypes
- Look at Trustee terms
- Address organisational diversity
- Use different recruitment strategies for different audiences
- Be aware of criteria that could exclude the people you want to attract
- Nurture future Trustees, offering mentoring / shadowing opportunities
- Think about financial & childcare barriers
- Offer good induction support
- Timing / location of meetings



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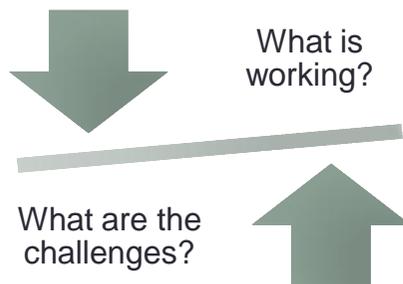
Attracting new talent

Strive for progress, not perfection



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What's working now?



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Links to further information

Inclusive Boards Report:

<http://www.inclusiveboards.co.uk/charity-governance-2018/>

How to Increase Diversity Among Trustees:

<https://knowhownonprofit.org/how-to/how-to-increase-diversity-among-trustees-guide>

Six ways to recruit a diverse group of charity trustees:

<https://www.theguardian.com/voluntary-sector-network/2013/nov/08/recruit-diverse-charity-trustees>

Networks: Sport Scotland links to equality organisations in Scotland

<https://equalityinsport.org/wp-content/uploads/2016/02/Equality-map-SportScotland.pdf>



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