

sawa **DiversityMatters**

Ensure Your Board Make-up Reflects Your Community

SAWA Conference 2016

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Agenda

- Welcome
- Review Some Facts
- Breakout Session #1
- Business Case/Commitment/Assessment
- Breakout Session #2
- Recruitment/Selection Strategy
- Experience/Board Composition
- Metrics, Measurement & Results

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Let's gather some facts....

45% of Boards and 69% of CEOs surveyed are dissatisfied with the diversity of Board

Group	Dissatisfaction Rate
Boards	45%
CEOs/EDs	69%

Source: Board Source 2015 Governance Index - Leading with Intent

Let's gather some facts...

71% of Boards and 75% of CEOs think a more diverse board would make them better at fulfilling their mission

Source: Board Source 2015 Governance Index - Leading with Intent

Let's gather some more facts...

Board diversity has grown by 4% since 2010. Today,



- 90% of Board Chairs
- 89% of CEOs/EDs
- 80% of Boards

Represent a single race - White

Source: Board Source 2015 Governance Index - Leading with Intent

Let's gather some more facts...



- 80% of all board members are white
- 20% of boards are 100% white
- 52% of all members are male
- 57% of all members are 50+ years or older

Breakout

Questions to discuss



1. Why is diversification of the Board important to the organization?
2. How will greater Board diversity affect achievement of the organization's mission?

What's Your Business Case?

Questions to ask and answer



- Why greater diversification?
- What do you wish to achieve?
- How will greater diversification affect the Board's performance?
- How dose it aligned with the organization's mission/vision and core values?

Be intentional.....what's your commitment?



Conduct an audit of the Board

- Current demographic make up?
- Future/desired demographic make up?
- Life experiences and subject matter expertise?
- Requirements from funding partners
- Other considerations?
- Put your commitment in writing



Assessment of skills; Alignment to strategy

- Determine knowledge/core competencies required
- Complete a gap analysis
- Identify knowledge/skills to acquire



Breakout


Questions to discuss

1. Does the Board, your constituents and community know of the organization's commitment to diversity? If so, what's the communication channel(s)?
2. How does the Board typically source board candidates? Do you need to expand your network?



Recruitment and Selection Strategy

1. Identify the Board's priorities.
2. Communicate your vacancy.
3. Expand your network.
4. Select your candidate.




SME.....experience counts

- Amass sufficient knowledge and expertise in key areas
- Similarity of experience helps to drive collaboration
- Enriches discussion and the ability to challenge assumptions
- Drive for better results



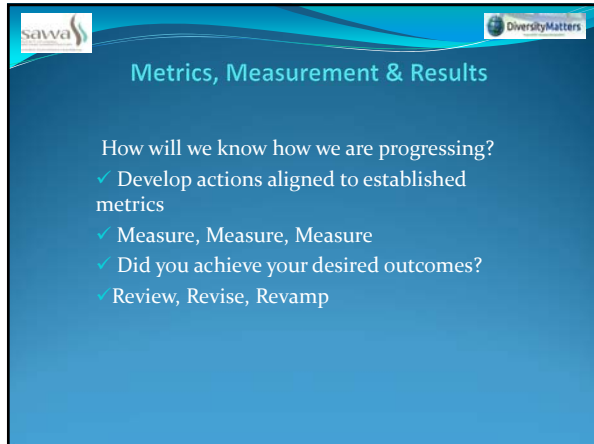
Board Committee Composition

- Required/desired skills for effective participation
- Unique experience and broader perspective
- Ask members to lead or sit on special committees or projects



Orient Board to Diversity Issues

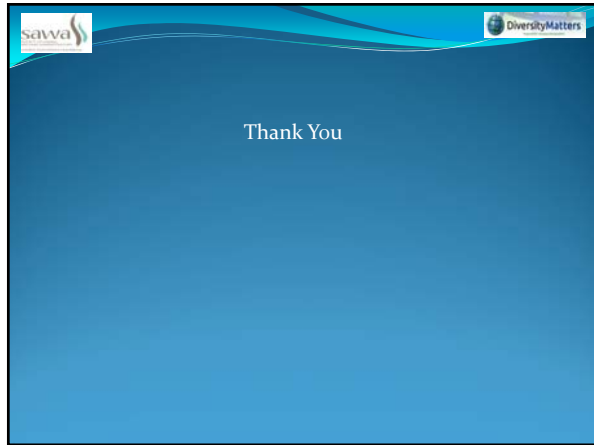
- Orientation should include diversity and inclusion initiatives
- Awareness of access points for input
- Alignment to organization's mission, vision and core values



Metrics, Measurement & Results

How will we know how we are progressing?

- ✓ Develop actions aligned to established metrics
- ✓ Measure, Measure, Measure
- ✓ Did you achieve your desired outcomes?
- ✓ Review, Revise, Revamp



Thank You
