



# Building Board Diversity in a Diverse City

Justin Solamillo - Community Development Unit

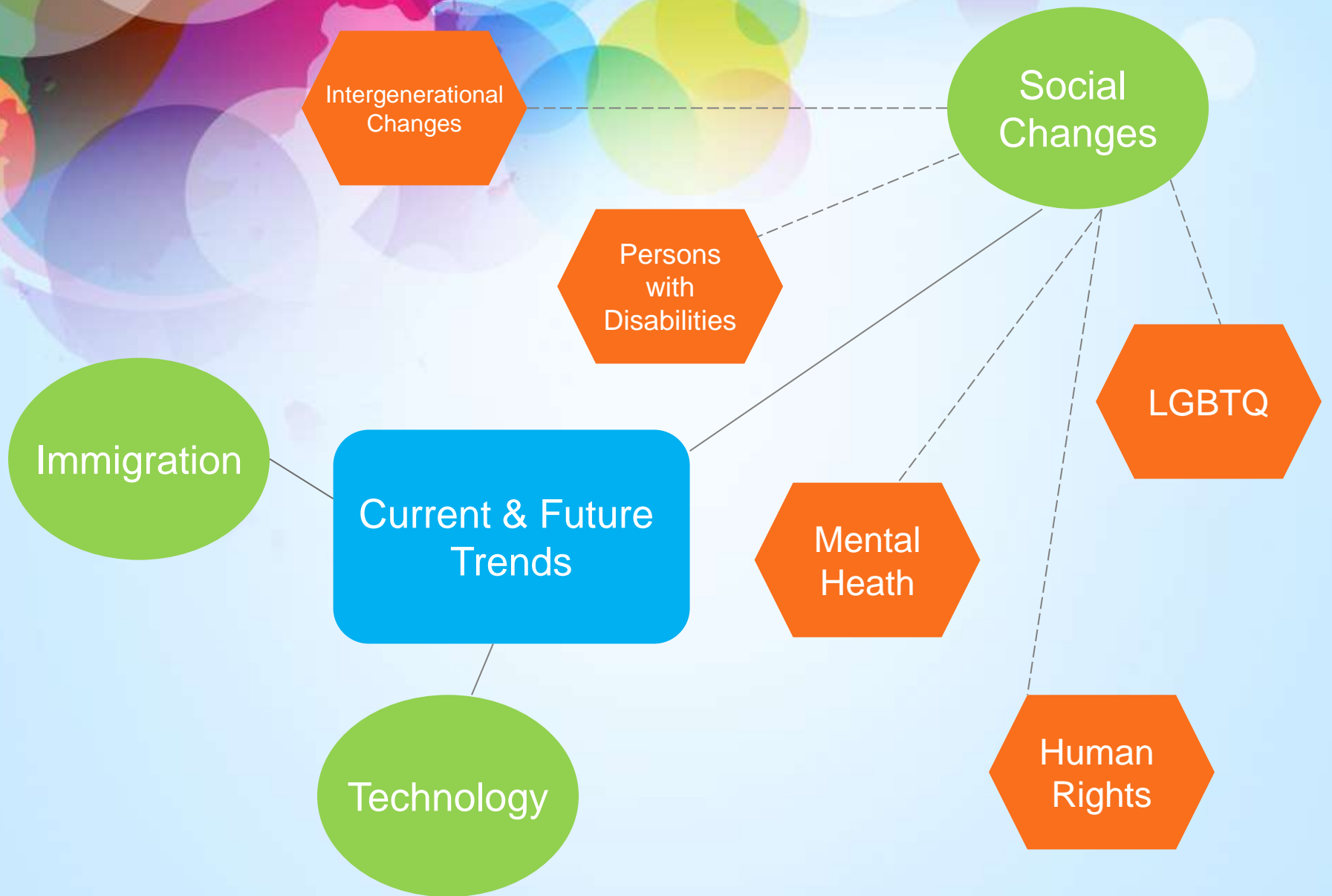
Alberta Culture & Tourism





# Why is board diversity important?

- Reflection of community and people we serve
- Improved ability to respond to external influences
- Depth & breadth of insight
- Better decision-making
- Legitimize the mandate of your organization
- Help build social capital and cohesion among diverse populations
- Enhance organizations reputation and influence





# A Shift in Organizational Culture

- Start with the Why?
- Do we as an organization value diversity?
- Who are we?
  - Examining our policies and practices
  - Do we have barriers to access?
- Beyond just board composition
- Diversity Lens

# Challenges

- Check box / Tokenism
  - Speaking for “the rest”
- Defining Diversity
- History and Traditions
- Patience





# Board Diversity Panel

**Bruce Randall**

Calgary Region Immigrant Employment Council

**Jenna Rodgers**

Chromatic Theatre

**Justin Solamillo**

Community Development Unit - Alberta Culture & Tourism

# Resources

Building Board Diversity - Board Development Unit, *Alberta Culture & Tourism*. Access: [www.bdpalberta.ca](http://www.bdpalberta.ca)

Diversity 2010: Equity, diversity and inclusion trends and issues. *Charity Village*. Access: [https://charityvillage.com/Content.aspx?topic=Diversity\\_2020\\_12\\_upcoming\\_equity\\_diversity\\_and\\_inclusion\\_trends\\_and\\_issues\\_Part\\_1&last=541#.VWiZBfnF98F](https://charityvillage.com/Content.aspx?topic=Diversity_2020_12_upcoming_equity_diversity_and_inclusion_trends_and_issues_Part_1&last=541#.VWiZBfnF98F)

Diversity in governance (A toolkit for nonprofit boards), *DiverseCity*. Access: <http://diversecitytoronto.ca/research-and-tools/other-resources/diversity-toolkit/>

Diversity in Governance (A toolkit for inclusion of nonprofit boards), *The Maytree Foundation*. Access: [http://maytree.com/PDF\\_Files/diversity\\_toolkit\\_nonprofit.pdf](http://maytree.com/PDF_Files/diversity_toolkit_nonprofit.pdf)

Diversity on nonprofit boards, *National Council of Nonprofits*. Access: <https://www.councilofnonprofits.org/tools-resources/diversity-nonprofit-boards>

Creating a culturally inclusive organization: A resource action guide, *Canadian Mental Health Association*. Access: email me for copy

The eight traps of boardroom diversity, *Canadian Business*. Access: <http://www.canadianbusiness.com/blogs-and-comment/the-eight-traps-of-boardroom-diversity/>

Top 10 Reasons Diversity is Good for the Boardroom, *Forbes Magazine*. Access: <http://www.forbes.com/sites/mikemyatt/2013/11/18/top-10-reasons-diversity-is-good-for-the-boardroom/>