

The Diversity Advantage

Increase Board Effectiveness through Engaging
Diverse Talent



The Value Proposition for Diversity

WIIFM: What's In It For Me?

How is a diverse board an advantage for your organization?

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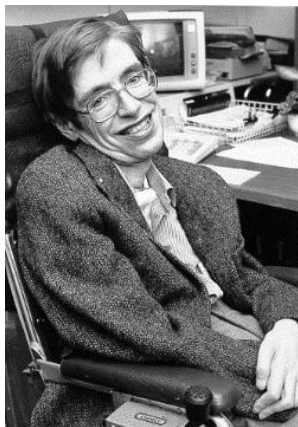
Agenda

- Unconscious Bias
- D.I.E (Describe, Interpret, Evaluate)
- Tips for Communication
- The DiverseCity on Board Project



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Unconscious Bias



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First impressions...



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Reflecting some more...



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Group fit...



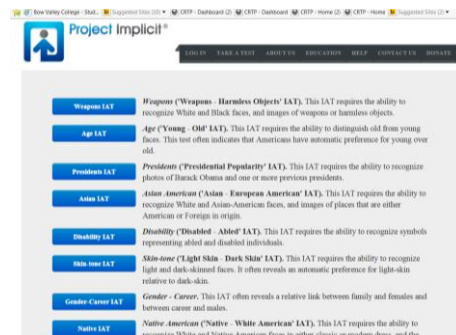
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Project Implicit: Harvard

- Weapons
- Age
- Presidents
- Asian
- Disability
- Skin-tone
- Gender-Career
- Native
- Sexuality
- Religion
- Gender-Science
- Weight
- Race
- Arab-Muslim



<https://implicit.harvard.edu/implicit/selectatest.html>

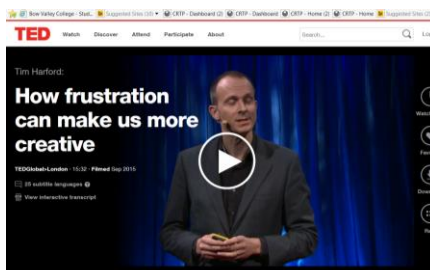
With a partner...

- What surprised you the most about the list of biases?
- Have you felt that you were being stereotyped or someone you knew well was being stereotyped in a negative way?
- What biases do you think you might have that you didn't think of before?



Tim Harford: How frustration can make us more creative

- Hesitation to overcome unnecessary hurdles
- Need to gain appreciation to having to cope with a bit of "mess"
- Murder Mystery...groups of 4 crimes, alibis, who did it?
- 4 friends or 3 friends and a stranger. 50/50 chance of getting it right



The D.I.E. Tool

D: Describe I: Interpret E: Evaluate

This exercise is intended to:

- Help you to become more aware of personal and cultural assumptions
- Promote appreciation of the complexity of interpretation
- Highlight how changing the lenses that you are looking through gives you a way to deal with the unfamiliar



Group Activity

- Form a group of 4
- What do you think is happening in the photo?
- **Describe** what you see, (hear, etc.)
- **Interpret** what you see. What helps explain what you see?
- **Evaluate** what you see. What do you feel about what you see?



Step 2...

What do you think is happening in this photo?

- Describe what you see
- Interpret what you see
- Evaluate what you see



Tips for Communication: Understanding motivation

- Power distance
- Individual vs collective
- Masculinity
- Uncertainty Avoidance
- Long Term Orientation
- Indulgence vs Restraint



Geert Hofstede: geert-hofstede.com

Listening and Questions

- Listen and paraphrase what you hear them saying to ensure clarity
- Ask questions when you don't understand or feel conflicted. Try not to jump to conclusions.
- Ask for input or opinions
- Encourage through deep questioning.
- Be patient...



Pair Activity

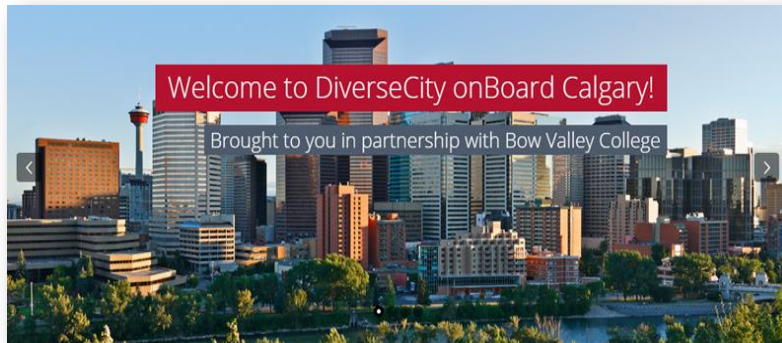
Choose a partner

- **Speaker:** describe to your partner the work you are doing on your board. Why is it important to the community? Why did you decide to join this board
- **Listener:** your job is to ask questions, not to make statements or, to tell your own story
- **Listener:** paraphrase back to your partner the key points of what you heard them say
- **Debrief...** was asking only questions difficult? Why?
- Switch roles



Pair Activity #2

- **Speaker:** describe a challenge or conflict you are having on this board
- **Listener:** your job is to ask questions, not to make statements or to tell your own story
- **Listener:** paraphrase back to your partner the key points of what you heard them say
- **Debrief...** was asking only questions difficult? Why?
- Switch roles



- The National Initiative
- Board Governance Training



DiverseCity onBoard

- a program connecting qualified, pre-screened candidates from visible minority and underrepresented communities to volunteer board positions
- provides governance training through an online learning campus for board members and individuals looking for governance opportunities
- promotes inclusion and greater community representation
- is an easy-to-access and easy-to-use online governance training platform for any individual, anywhere in Canada or the world



Board Governance Training

- Board Essentials
- Legal Roles and Responsibilities
- Finance Fundamentals
- Commitment to Diversity
- Risk Management
- Strategic Planning
- Resource Development
- Embedding Diversity and Inclusion into an Organization



DiverseCity onBoard

Events

- 'Effective Board Governance' Webinar Series
- Panel events and other in-person discussions
- Networking nights
- Lunch and Learns



For more information please, visit our website at calgary.diversecityonboard.ca

Thank you for joining us today!