

# Dining on diversity

A Balanced Board is a sign of health

Presented by Karen MacKenzie



## RESERVATIONS REQUIRED?



"Do you have a reservation"



# OR CAN I JUST SAY I'M MEETING A FRIEND?

▶ Who is in the room?



“Well, you’re the only one who thinks we’re a sexist organisation.”



*Dining on Diversity*

LUNCH SPECIALS

MENU 1

- WHITE BREAD
- MASHED POTATOES
- RICE
- PASTA (NO RED SAUCE)

MENU 2

- HAMBURGER/STEAK
- FRIES OR POTATO

MENU 3

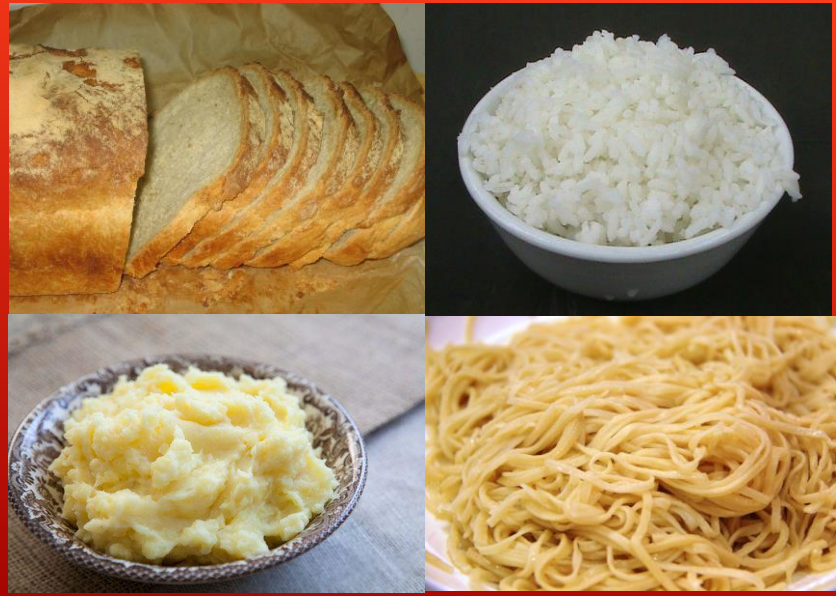
- CHOP
- MIXED VEGETABLES
- FRIED RICE/POTATOES
- SALAD

MENU 4

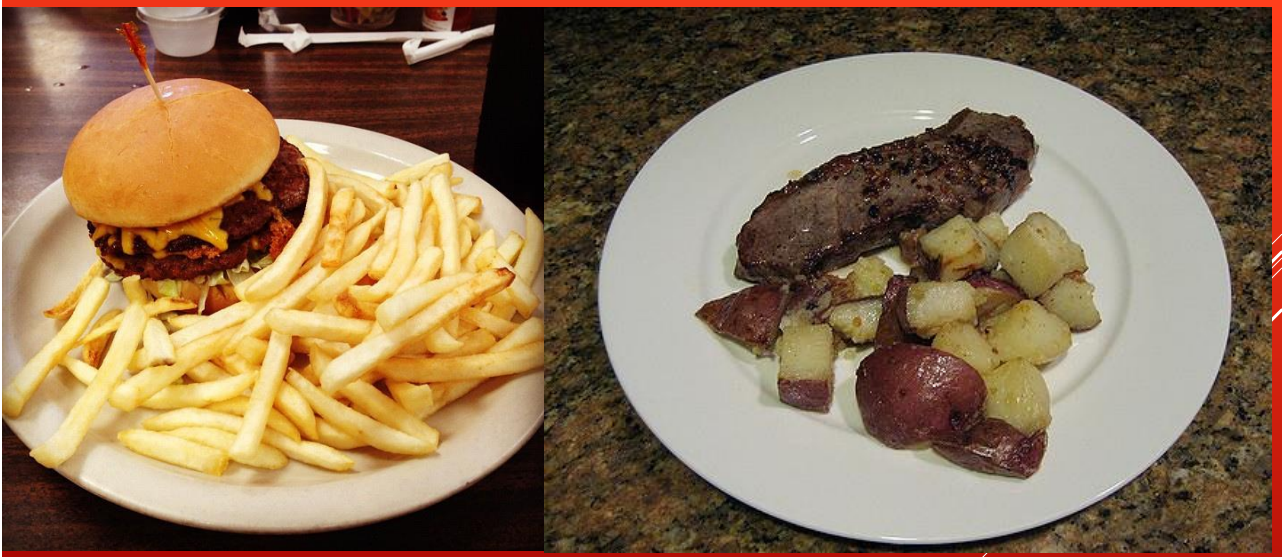
- STEW - BRAISED VEGETABLES WITH TOMATOES,  
ONIONS, CARROTS
- SERVED OVER RICE OR LENTILS
- FRUIT SALAD

WHAT'S  
ON THE  
MENU?

### MENU #1



### MENU #2



### MENU #3

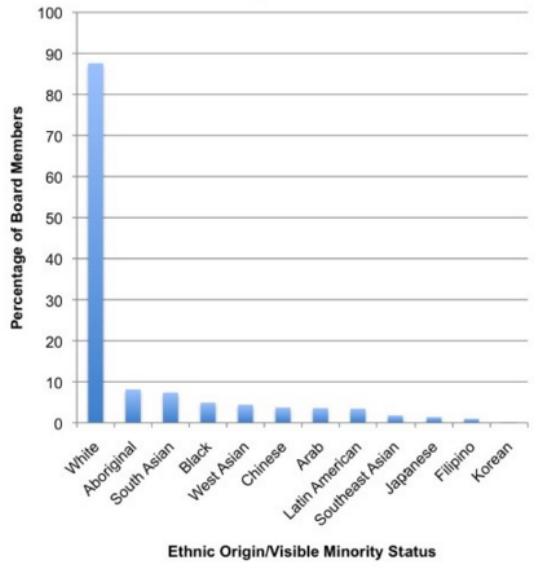


### MENU #4

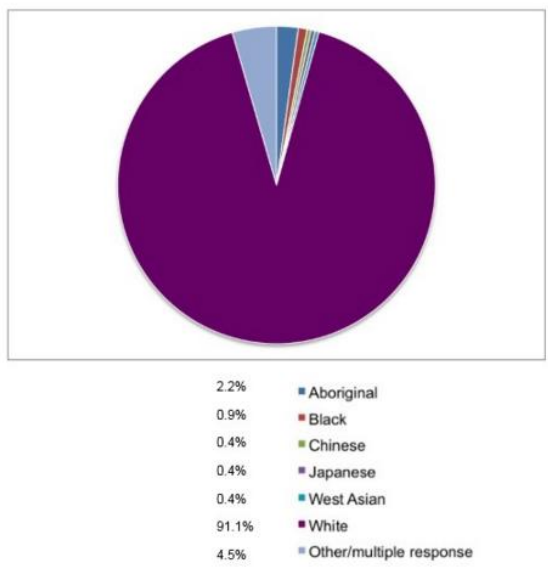




**Board Diversity by Ethnic Origin/Visible Minority Status**



**Figure 2: Executive Director Ethnic Origin/Visible Minority Status**



- ▶ Broaden Recruitment Strategies for New Board Members:
- ▶ Advertise in ethno-specific publications\*\*.
- ▶ Partner with ethno-cultural organizations to make them aware of available positions and to help identify qualified candidates\*\*.
- ▶ Target individuals who are active within in the community.
- ▶ Build links to services that search for or match you with qualified board members\*.
- ▶ Advertise in major print newspapers.
- ▶ Provide e-communications to potential board members when openings become available.
- ▶ Publish vacancies on a website.
- ▶ Mobilize board members to recruit through their networks.

## WHAT CAN BE DONE?

"Based on previous research and best practices identified by organizations such as The Maytree Foundation, there are things that not-for-profit boards can do develop a greater range of diversity. Here are some of the things that the leading not-for-profit boards are doing"

[www.maytree.com](http://www.maytree.com)

Those marked with a "\*" were found to be significantly correlated with increased range of diversity at  $p < 0.05$  and those marked with "\*\*" are significantly correlated at  $p < 0.01$ . These represent the best place to start impacting change

- ▶ Hold meetings at times that are convenient for board members with care-giving responsibilities.
- ▶ Hold meetings in locations that are wheel chair accessible.
- ▶ Ensure foods served meet cultural and personal preferences of all board members.
- ▶ Hold meetings to accommodate religious holidays.
- ▶ Hold meetings that are simultaneously translated into one or more spoken languages.
- ▶ Embrace other meeting traditions.
- ▶ Provide materials in other languages.
- ▶ Hold meetings that are translated into sign language & for the hearing impaired.

## USE PRACTICES FOR BOARD MEETINGS THAT WILL FOSTER GREATER INCLUSIVITY





**DEBBIE ORME-REGO**  
*Senior Director for Human Resources  
and Organizational Development  
United Way Ottawa*

CREATING A CULTURE OF DIVERSITY & INCLUSION IN ONTARIO'S NONPROFIT SECTOR - LABOUR FORCE SERIES

HOW CAN I MAKE A DIFFERENCE? - MOVING FORWARD



**KEEP MOVING →  
FORWARD**





## WANT TO LEARN MORE?

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This organic and holistic approach also reflects the perspective of indigenous peoples and practices which is inclusive, abundant and welcoming.