

How to work as an Inclusive Board

Boards are a catalyst for change in your organisation – achieving diversity is reliant upon appointing members with inclusive mindsets and behaviours.



Create an environment where members are open to hearing different ideas and valuing different experiences

Seek feedback from diverse stakeholders with different mindsets to inform your decisions. Use strategies to discourage groupthink e.g. ask people to prepare their thoughts in advance of meetings. Conduct meetings by breaking into smaller groups to consider key issues before group discussions.



Hold meetings which encourage collaboration

Provide members with sufficient time to prepare for meetings. Create opportunities for board members to be reflective and to have deeper conversations. Use consensus for making decisions. Provide timely reasonable adjustments to support effective communication.



Recognise that every board member will have biases

Provide board members with opportunities to understand unconscious bias and how to manage these. Call out bias – challenge bias perceptions/stereotypes in meetings.



Increase cultural awareness – understand how different people see the world

Take time out to speak to people in your organisation to show a genuine interest in their world. Be curious – ask questions e.g. “how do people want to be treated?”



Communicate the benefits of remaining committed – achieving diversity and inclusive work places does not happen overnight

Place diversity objectives within governance arrangements. Weave conversations about diversity within everyday communication.



Be open and receptive to having uncomfortable conversations

Create an environment where members feel at ease to speak openly, without risk of feeling rejected. Call out behaviours and decisions that exclude people. Be prepared to be the person with the ‘different’ view point.

**BOARD
MEMBERS**



ORGANISATION