

Diverse City onBoard

Effective Leadership for Modern Governance



The why?

- “Diversity in Canada is on the rise and it is one of Canada’s greatest strengths,” Ratna Omidvar, Executive Director, Global Diversity Exchange.....Capitalizing on our immense talent pool is an imperative for today’s non-profit, public and corporate boards.
- DiverseCity onBoard is a nimble solution to bridge the diversity gap in governance.”
- DiverseCity onBoard ensures that the governance bodies of agencies, boards and commissions in the voluntary, charitable and public sectors more closely reflect the lived reality of the community.



The who?

- 170,000 Nonprofit and charitable organizations in Canada, 46,000 in Ontario alone.



We have talent!

Research shows that:

23% of boards had 40% of diversity

23% had none

It's not a question of talent it is a question of organizational process and practice



In 2035: The London Plan estimates

Approximately **1 in 3** people
in the labour force
will be **FOREIGN-BORN**



DiverseCity onBoard - History

- Started in Toronto by Maytree Foundation in 2006
- Since its implementation the program has successfully matched more than 720 qualified professionals, entrepreneurs, social workers, administrators and marketers from visible minority and under-represented communities within the voluntary sector
- Now housed at the Global Diversity Exchange within the Ted Rogers School of Management, Ryerson University
- It is now a national program which has adopted a social enterprise model that will offer affordable, quality online governance training to all individuals and sectors across Canada.



National Partners

- Alberta:
 - Calgary, Bow Valley College
- British Columbia:
 - The Laurier Institution
- Ontario Cities: 3 year project funded by the Ontario Trillium Foundation for Three Years
 - London (program lead), Pillar Nonprofit Network
 - Ottawa, Volunteer Ottawa
 - Hamilton, Hamilton Centre for Civic Inclusion
 - Toronto, Global Diversity Exchange, Ryerson University
- Quebec:
 - Montreal, Conférence régionale des élus de Montréal



What is DiverseCity onBoard

It matches:

- Visible minority and underrepresented immigrants interested in contributing their skills and talents at a leadership level within the community,

With

- Nonprofit, charitable organizations as well as public agencies, boards and commissions looking for qualified candidates to diversify their leadership to make sure that they are leading from the lens of inclusion and diversity reflective of the community they serve.



On-Line Training

For individuals:

7 Modules that cover:

- Board Essentials
- Legal Roles and Responsibilities
- Finance Essentials
- Commitment to Diversity
- Resource Development
- Risk Management
- Strategic Planning
- Continuous Learning with additional relevant on-line resources

• diversity@pillarnonprofit.ca, 519-433.7876



For Boards:

- 1 module: Diversity and Inclusion Training
- An Advanced Board Governance Training (to be developed)



Sustainability Plan – Social Enterprise Model

For Individuals:

7 module training and matching cost at \$250.00 per participant.

Annual renewal available at \$75.00 per year to continue to access additional on line resources and learning

- Working with individuals to incorporate this into a professional development plan that could be subsidized by their employer
- Some bursaries are available



For Organizations:

- One time cost to sign onto the program will be based on a sliding scale based on budget: Range \$200 -\$500
- An Advanced Board Governance Training (to be developed) at a cost of \$250 per board member



How can LDRRAC help?

- Promotion of program:

Take it back to your organizations

Take it back to the community

Talk it up

Sign up for the program



Key Messages:

Diversity in Nonprofit Leadership Matters

- It is a reflection of the sector's/organization's values
- Diverse perspectives in decision-making lead to better decisions
- A diverse board helps legitimize the mandate of the organization
- A diverse board can help build social capital and cohesion among diverse populations
- A diverse organization can be more responsive to the community and clients
- A diverse board can support fundraising and marketing/outreach more effectively



Endorsement:

“Our community’s most effective, creative and innovative solutions come about when we seek out a diversity of thought, perspective, and experience. I believe that by enhancing diversity on boards, organizations can improve organizational performance and create a more prosperous community for everyone.” **Andrew Lockie, Chief Executive Officer, United Way London & Middlesex**



Endorsement:

“I am so pleased to see London as a member of DiverseCity onBoard. What a great initiative to move London forward on the path of becoming a more inclusive community!” – **Mayor Matt Brown, City of London**



Thank You!

Questions?



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