

## Identify and address obstacles to diversity

It helps to understand what is preventing people from joining your board and then to consider what you can do about it. The table below gives examples of some of the obstacles and what can be done.

Conduct the exercise for yourself – what are the obstacles for your organisation and what solutions would work best for you?

Finally, ask yourselves: are we ready to recruit a trustee yet, or do we need to improve ourselves first? Remember trusteeship is only one way of involving people – there may be other ways of linking people with your organisation.

What prevents a broader range of people from joining our board?	What can we do to overcome these obstacles?
Lack of awareness of the organisation and its relevance	<ul style="list-style-type: none"> <li>▪ Go on a publicity drive specifically with this group of people.</li> <li>▪ Organise events, or attend events held by minority ethnic groups, young people or people with disabilities (depending on who it is you are trying to recruit).</li> </ul>
Lack of interest in our organisation	<ul style="list-style-type: none"> <li>▪ Build relationships with the under-represented group to demonstrate that your organisation is relevant to them.</li> <li>▪ Consider partnerships with organisations that do have good links already.</li> </ul>
Time and place of meeting (inconvenient and inaccessible)	<ul style="list-style-type: none"> <li>▪ Review the time and place of meetings and be willing to change.</li> </ul>
Use of jargon	<ul style="list-style-type: none"> <li>▪ Adopt a Plain English approach.</li> </ul>
Lack of confidence among potential candidates	<ul style="list-style-type: none"> <li>▪ Offer training, getting to know us sessions.</li> <li>▪ Invite people to get involved in other activities first.</li> <li>▪ Offer to provide a mentor.</li> </ul>
Lack of appropriate support (e.g. information in large print, availability of interpretation, lack of Plain English in our documents)	<ul style="list-style-type: none"> <li>▪ Seek advice from organisations like RNID, RNIB and People First on the services available.</li> <li>▪ Remember however not to make assumptions about what any individual needs – ask them.</li> </ul>
We don't know what prevents people	<ul style="list-style-type: none"> <li>▪ Ask them.</li> <li>▪ A well-considered consultation exercise with a community can be an excellent way to build relationships, provided you are committed to following through on the results (more ideas on this below).</li> </ul>