



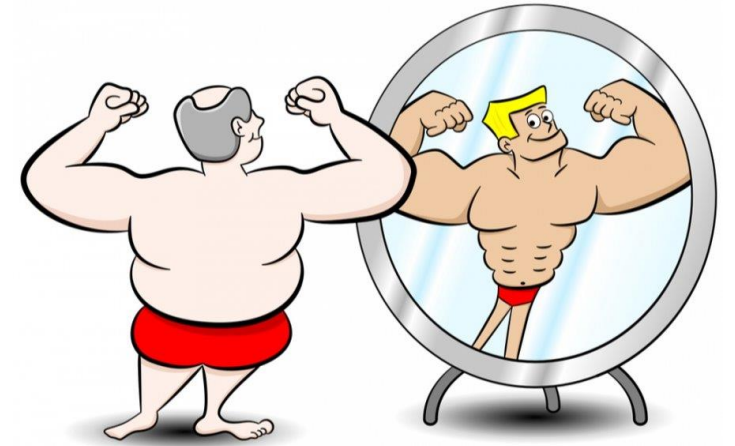
Changing the way we 'Make Decisions'.

***Abdi Segulle – Project Leader***

# Pathways to Board Project – Time to Act

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- Reality check!!! Most Boards are NOT diverse!
- A shared commitment to develop greater diversity on Boards



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# Pathways to Board Project - The Journey

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- **Identify** → **Selection** → **Training** → **Mentoring** → **Shadowing** → **Interviewing** → **Appoint** → **Onboarding Support**

The first step to identify potential board members through the founding members and beyond

We will identify the training program and agree dates of delivery and location

In conjunction with the mentoring we will arrange shadowing for individuals to sit and observe existing board sessions

Once an individual is successful to join a board, we will support them for 6 months

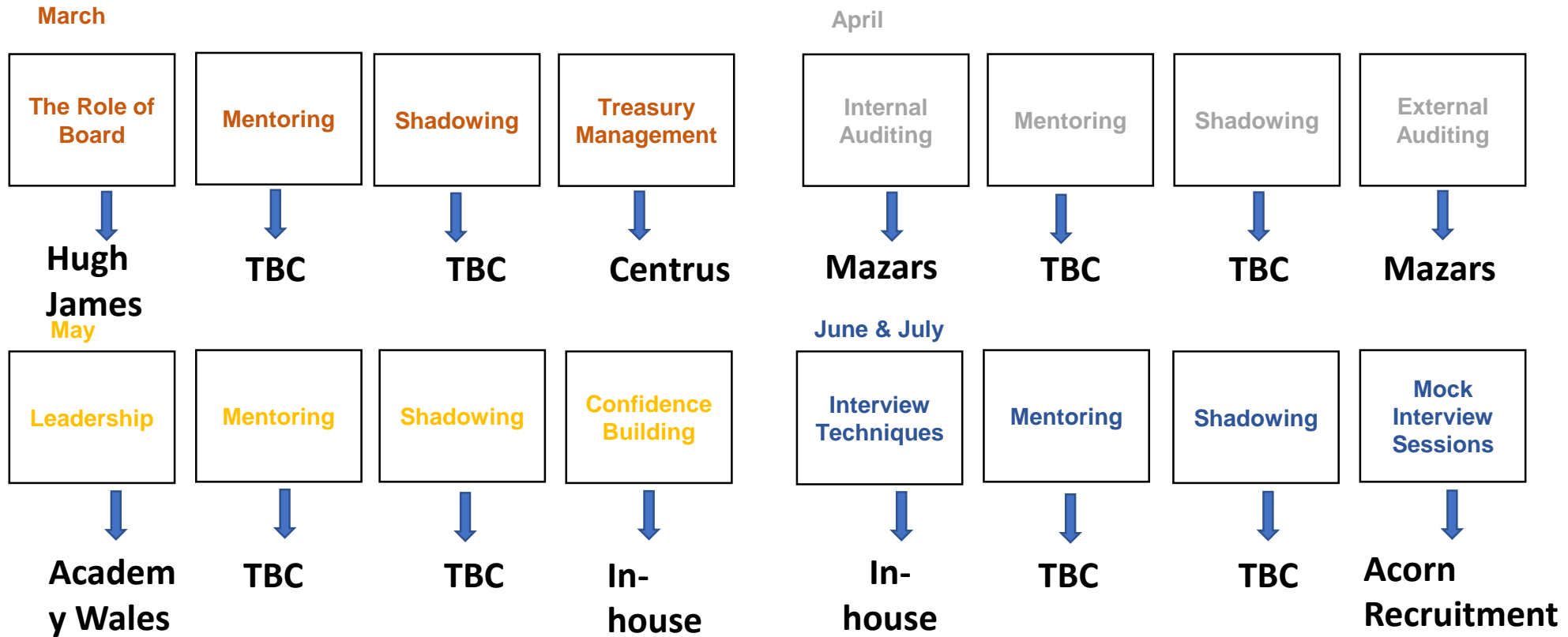
After identifying the potential board members, we will select potential board members and process their details and agree for them to start the program

We will identify suitable mentors for individuals and dates to introduce them to their mentors

After everyone completes the program, we will arrange mock exams for individuals to prepare for board interviews

Pathway to Board

# Pathways to Board Project – Training Schedule - 2022



# Pathways to Board Project – Shadowing Board Meetings

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- Every individual will have the opportunity to shadow Board sessions throughout the training program
- Cohort will be able to join in the Board conversation or they can choose to observe
- Project Leader will have a 1-1 sessions with the cohort during the program



# Pathways to Board Project – Mentoring

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- All the cohort will be allocated a mentor throughout the training program
- They will at least one session per month – open to more if both mentors and individuals agree
- The mentoring can go beyond the training if both parties are happy with it



# Pathways to Board Project – Interview techniques – Mock interviews

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- Interview techniques training session
- Mock interview sessions with sector expert
- Support with Applications for Board Roles



# Pathways to Board Project – Appoint & Onboard Support

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- Once appointed to a Board individuals will have access to six months onboard support





# Pathways to Board Project – Get Involved

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- Individuals from the BAME communities working in the housing sector to the cohort
- Organisations from the Housing Sector can support the Project by becoming a recipient, provide a mentors and allow the cohort to sit in board meetings to observe or get involved
- The sector to support the project Social Media campaign (Feb 2022)

