

## CWCF Board Diversity Grid:

### Targets

Approved by the Board May 2025

At the AGM in 2008 the membership approved of a Board Diversity grid with targets. This grid provided some guidance over the years towards the goal of making CWCF more diverse and representative across the divides of ethnicity, race, youth, gender and other characteristics such as the type of enterprise sector their member co-op fits.

In 2018 the board of CWCF determined that some changes were necessary to better reflect new and current aspects of diversity. The grid was updated and presented again to the board in November 2018 which concluded that this was not ready to present to members but *“It was suggested that CWCF begin to report on diversity of its membership, as well as its board & staff. And further, we begin to develop a competencies matrix.*

However, it wasn't until 2024 that CWCF began to actively work on this diversity grid. An Ad Hoc Equity committee revised this grid and subsequently it was shared with the newly populated JEDDI committee for feedback. There was some great feedback which was incorporated into this grid below which was accepted by the Board in January 2025. The additional Competencies were accepted by the board in May 2025.

### Diversity Grid: Updated January 24, 2025, with JEDDI committee feedback.

TYPE OF DIVERSITY	TARGET
Region	5 Regions required: Atlantic, Quebec, Ontario, Prairies+, & BC+
Gender/Gender identity	Mix of Genders
Person of Colour, Indigenous	Minimum 1
Immigrant, refugee	Minimum 1
2SLGBTQI+	
Person with a disability	
Languages Spoken (FMT = French Mother Tongue)	Minimum 1 FMT, Multilingual
Age	Minimum 2 who are 35 years old or under
Enterprise Sector (including white / blue / green collar, administrative, etc.)	Minimum: 5 represented, with various different types of workers represented. Maximum of 2 from regional federations
Rural/ Urban	Minimum of 2 rural
Co-op Developer	Maximum 3
Skill and Values	Diversity of skill and experience is sought. A values-driven orientation, and commitment to a Worker Co-op/ Solidarity Economy is essential for all board members.
Other identification: any other identifier which candidates wish to mention.	Candidates can decide what to disclose.

Competencies. Rated as follows: (no experience/expertise, some experience/expertise, significant experience/expertise)

1. Financial/accounting/bookkeeping
2. Event planning
3. Fundraising
4. Governance
5. Human resources/personnel
6. Policy/lobby/advocacy/government relations
7. Information technology
8. Legal
9. Logistics
10. Business operations
11. Management experience
12. Marketing/communications
13. Planning
14. Other board experience
15. Project management
16. Public relations
17. Strategy development and implementation