

QUALITY THROUGH DIVERSITY

Events 2015

During 2015 Highlands and Islands Enterprise (HIE) supported a series of events, initiated by the Scottish Government, which were designed to increase diversity on public, private and third sector boards across Scotland. They aimed to encourage more women to apply for board positions. The events brought together expertise from [Changing the Chemistry](#) and the [Institute of Directors](#).

To enable women from across Scotland to participate, the Inverness events were webcast and video of the May event can be found on the [HIE website](#).



CHANGING THE CHEMISTRY

IMPROVING BOARD EFFECTIVENESS



QUALITY THROUGH DIVERSITY

HIE, in conjunction with Changing the Chemistry and Scottish Natural Heritage, organized four events in Inverness¹, Glasgow and Edinburgh. The events outlined board member recruitment in [HIE](#), Scottish Natural Heritage and [Visit Scotland](#) and the support which Changing the Chemistry offers to those interested in board roles. All events were well attended, predominantly by women.

Event date	Event location	No. of participant registrations	Registrations - female	Registrations - male	Registrations - gender not known	Registrations - proportion online	Attendance online	Responses to feedback survey
14/05/2015	Inverness	93	96%	1%	3%	29%	14 (8 H&I)	34
07/09/2015	Edinburgh	60	75%	14%	12%			20
14/09/2015	Inverness	73	83%	11%	4%	36%	13 (7 in H&I)	16
08/10/2015	Glasgow	50	86%	8%	6%			16
Totals		276						86

Figure 1: information on event participation

An online feedback survey issued by Changing the Chemistry reflected the high levels of engagement and enthusiasm evident at each event: 31% found the events to be excellent and 51% very good; 87% of respondents said they were more likely to apply for a board position as a result; and 82% of those attending heard about the event through networks or personal contacts, reinforcing the value of networks for communication about board opportunities.

When asked about follow-up action 54% of respondents sought greater access to board member networks, 53% wished interview practice, 41% sought support on developing their CV, 34% wanted better understanding of boards and 11% sought board members for their own organisation.

Changing the Chemistry subsequently delivered workshops in Inverness, Glasgow and Edinburgh on the public appointments application process and ran mock interview panels. Feedback was very positive; 88% rated the workshops as excellent or very good; 52% said they were significantly more likely, and a further 38% somewhat more likely, to apply for a public sector board position.

In the subsequent vacancy round for the featured agencies women represented 50%-68% of applicants and 50%-69% of interview candidates. Twelve of the fourteen board positions were filled by women.

¹ Cover picture - Lorne Crerar, HIE Chair, with the event's MC, Nikki Marr and members of the Institute of Directors and Changing the Chemistry