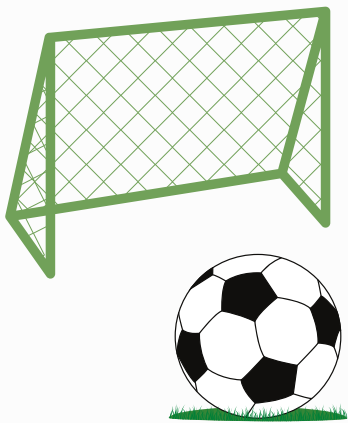




# Supporting Inclusive Communities

## MODULE 7A: INTRODUCTION TO DIVERSITY



Diversity on our boards, among our volunteers, in our League movement is akin to various positions you have on a soccer team. Each position, whether it be goalie, defence, striker, has different skill sets, perspectives and abilities that strengthen the overall team. Consider a soccer team that's made only of goalies, how many goals would your team score? Probably not enough to win the game. A lack of diversity is like a soccer team missing half its players. It won't be as effective in reaching its goals and can lead to burnout among those who are part of the team.

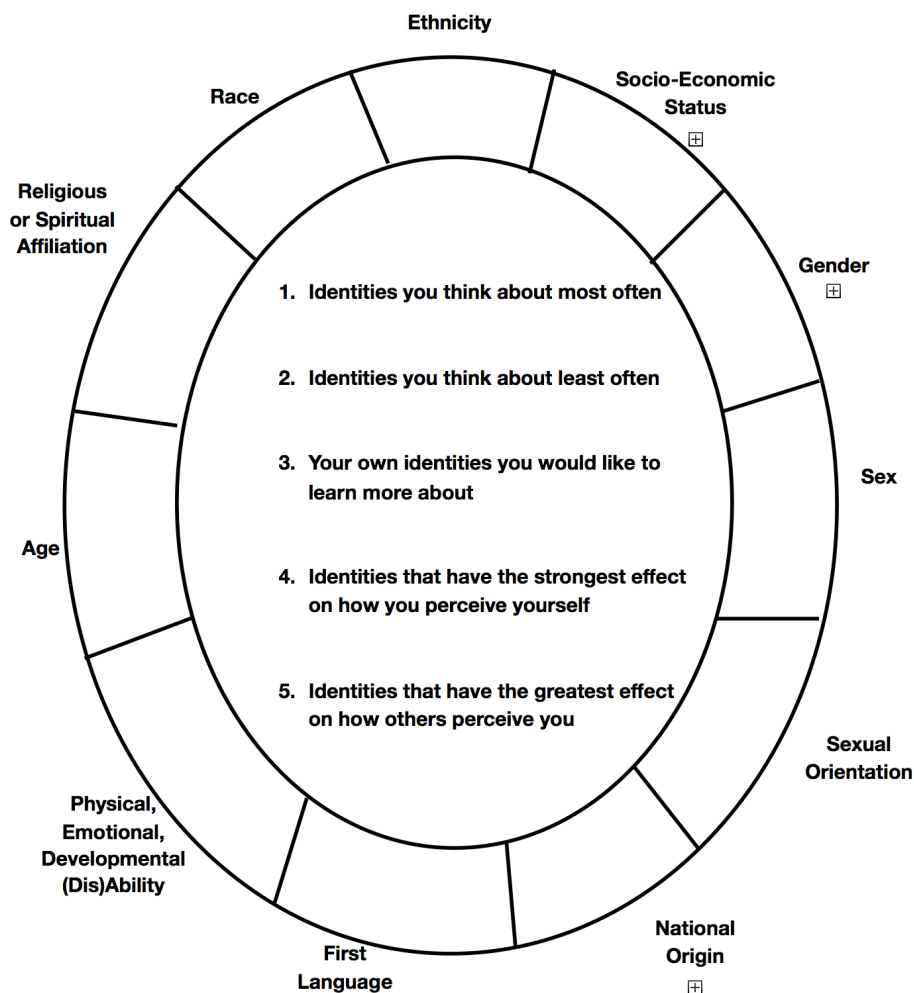
The same is true when we consider the League Movement. According to this article [in Scientific American](#), ***“Being around people who are different from us makes us more creative, more diligent and harder-working.”*** The reality is that while diversity makes for stronger healthier League boards and programs, the League Movement isn't always as diverse as it can be. We're not alone with this problem. Take ethnicity for example, according to [a 2017 BoardSource survey](#), the number of people of ethnic minorities never represented more than 18 percent of the total board membership. There are many reasons for why diversity is lacking, and we'll explore why this is the case in next week's module.



Something to consider: In [module 5](#) we introduced the confirmation bias, which is when we are more likely to seek out and believe information that aligns with our own beliefs and values. What often happens in non-profit is that we recruit volunteers through our own networks. We ask our family, friends, and neighbours to help out because we know they'll do a great job. But this leads to more people who are exactly like us sitting on our League Boards or volunteering at League events, which increases confirmation bias and reduces the overall diversity in our League Movement. Diversity is key to innovation and problem solving.

# MODULE 7A: REFLECT ON YOUR LEAGUE'S DIVERSITY

Reflect back about the different identities we spoke about in [module two](#). We've included the wheel below for your reference. Take a moment to consider the makeup of your community, your league programming, and your board in the context of the identity wheel? Are their overlaps, gaps?



On the next page are some questions to consider, adapted from [the diversity and equity survey Molly Delano and Miecha Ranea Forbes did](#) to understand the current challenges non-profits are facing when it comes to being more diverse. We encourage you to reflect as it will give you more insight into where your League may need to do more work.

No matter how you answer, there's always room to strengthen diversity in our Leagues. Jot down your answers as we'll be revisiting them in next week's module. In future modules, we will be providing you with tools and resources that you can implement to ensure your League is representative of the voices and life experiences that make up your neighbourhoods.

## MODULE 7A: REFLECT ON YOUR LEAGUE'S DIVERSITY

Consider the following questions. There's space to jot down your answers in below.

- Does your board adequately reflect the community/communities your League serves?

- Are you happy with the current level of diversity and inclusion represented in your Community League Board?

- Has diversifying your board been a priority for your League? Consider why you answered the way that you did.

- Consider the activity you did with the identity wheel earlier. Why do you think these identities are underrepresented in your League?

**"Diversity is more than a quota or a numbers game.**

It also requires inclusive policies, practices, and behaviours that nurture and value different perspectives and experiences when conducting board business and discussing strategy."

-The Governance Gap