

Details of Support Organisations for Board Outreach Activity

Changing the Chemistry

Changing the Chemistry (CtC) is a Scottish based charity that works to improve diversity of thought in the boardroom. Diversity of thought for CtC being not just about gender but also ethnicity, age, disability and other types of protected characteristics as well as cognitive and experiential diversity. CtC can provides organisations wishing to make their boards more diverse help with:

- Promoting board vacancies to the membership of Changing the Chemistry.
- Advice on succession planning, provision of a board skills matrix and advice on board role descriptions and adverts.
- Training sessions or workshops for the board on why diversity is important.
- Guidance on board recruitment process enhancements.
- Network outreach to attract a wider range of candidates through:
 - publicising vacancies with the extended CtC network.
 - participation in board information events including providing speakers with relevant experience.
 - providing support for candidates, for example mock interview panels.

Website: www.changingthechemistry.org

Contact: Tanya Castell MBE, Chief Executive of Changing the Chemistry email: tanya.castell@changingthechemistry.org or, by completing the online contact form, on the “working with us” page on the Changing the Chemistry website www.changingthechemistry.org

Women on Boards

Women on Boards (WOB) exists to help women make the right connections and career choices to get to the top within their own company or to take on a board or committee role as a non-executive director (NED), trustee or governor. WOB operates from the principle that as talent is equally divided between men and women in the world, organisations in all sectors need to work towards a gender balance of 40:40:20 at board and leadership level in order to reach their full potential.

Website: www.womenonboards.net

Contact: contact@womenonboards.co.uk