

# Tips for Appointing Women

## Hints for increasing women's representation on your board or committee

Many women in NSW have the commitment, skills and experience to work at the highest levels. A few strategies can help you access the benefits of women's participation on boards and committees.

### Advertise board positions widely

Many qualified and skilled women miss out on board and committee opportunities because they are not aware of upcoming vacancies. Advertising vacancies widely and publically increases your pool of potential candidates and is more inclusive of women.

### Look beyond usual sources

Many women miss out on directorship roles because their networks do not include people who could nominate them (such as a chairperson and senior executives). In some sectors women are underrepresented in traditional pipelines.

Because of these challenges, increasing women's board representation can require proactively looking beyond usual sources of candidates, such as board members' networks.

### Support women

Mentors are invaluable in supporting women to develop the necessary skills and networks for senior leadership roles.

Formal training and mentoring courses can support women to build skills and expand networks. Providing scholarships to formal courses or establishing a mentoring program within your organisation or agency can help to

broaden the pool of potential female candidates for your boards and committees.

### Be informed

There is a growing amount of research linking board diversity to company success. Be informed about the issues impacting on women's board and committee participation by attending a forum or reading up on the evidence.

### Useful links

- ✓ The **Australian Institute of Company Directors** (AICD) ([www.companydirectors.com.au](http://www.companydirectors.com.au)) and **Women on Boards** ([www.womenonboards.org.au](http://www.womenonboards.org.au)) provide free advertising services to enable agencies and companies to advertise board and committee vacancies to their extensive networks of board-ready women.
- ✓ **AICD** and **Women on Boards** hold events on issues relating to board diversity, and AICD provides training.
- ✓ NSW Government agencies can advertise board and committee vacancies on the **NSW Government Boards Vacancies** webpage ([www.boards.dpc.nsw.gov.au/board-vacancies](http://www.boards.dpc.nsw.gov.au/board-vacancies)) and can identify candidates on the **Register for Boards and Committees** ([www.boards.dpc.nsw.gov.au/online-registration](http://www.boards.dpc.nsw.gov.au/online-registration)).
- ✓ **Chief Executive Women** ([www.cew.org.au](http://www.cew.org.au)) has developed a CEO Kit to assist companies to attract and retain female talent into leadership positions.