

# Encouraging More Women to Join Boards

13. Doing your bit: How you can help  
bring more women to boards



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Once you have settled into your board role, it is time to start thinking about how to use your knowledge, experience and influence to help other women to find path to take up leadership positions. There are several ways you can do this.

### Spread the word – use your networks

Put your networks into action to promote the benefits of board service to other women. Talk to any women you think may be interested in what you're doing and why you're doing it. Tell them about the benefits of board service. Point out the talents they have and how they can use them to strengthen their community by joining a board.



## Offer your time as a mentor

New board members sometimes need to be offered support, advice and encouragement. There is no better person to fulfill this role than someone who has been through the process, knows the ups and downs, and has some idea how to overcome any obstacles that might arise.

If you are an experienced board member, you can help support the development of others by taking an active interest in women who join your board or other boards and offering them your assistance.

You could also think about setting up a formal mentoring program for your board, if it doesn't have one already, so all new board members can make an easier transition to their new role.

## Recommend others for board roles

From time to time you may become aware of vacancies on your board or other boards. Here is where you can use your influence to help encourage more board positions to be offered to women.

- Think about all of the women you know who would be suitable board candidates. Make a list so you have names on hand as soon as you hear about a board vacancy.
- Every time you meet a woman who you think would be a great board member, tell her about what you do and ask her if she would be interested in joining a board. Add her name and contact details to your list.
- Find out when terms are up for renewal. When a board vacancy arises, do not wait to be asked. Put forward a few names for consideration. Follow up your nominations to make sure your suggestions have been considered.
- Offer to help the people you have nominated.

