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Equitable governance

We've always done things this way — so that must mean it's the winning formula, right?

When it comes to governance practices among non-profit organizations, as well as in the business world and the political arena, there is a movement afoot to question the status quo, bringing into motion changes leading to greater equity and inclusiveness.

To achieve a more equitable governance model (i.e. with greater gender and minority representation), courageous leadership will be required. This means encouraging others, being open to questions and criticism, stepping outside our comfort zone, expressing our ideas but also being willing to deal with the consequences of our actions.

Various online tools are available free of charge for board members and senior managers seeking information on equity best practices. Here are two interesting and complementary ways to develop more effective approaches to equitable governance.

Guidance for the francophone feminist movement

In the spring of 2023, the Alliance des femmes de la francophonie canadienne (AFFC) issued a best practices guide geared towards non-profit organizations, particularly those involving minority women across the country. Entitled *Une boussole pour le mouvement féministe francophone - Guide de bonnes pratiques*,¹ the guide consists of four books and is available online free of charge, as well as in a print version.

Book 2, entitled Governance, deals with the three pillars of inclusive governance:

- 1 Reimagining power and authority**
- 2 Ways to avoid reproducing oppressive systems**
- 3 Reimagining relationships with privilege**

(French-language edition) To consult the first chapter or to order the complete guide: <https://affc.ca/publications/une-boussole-pour-le-mouvement-feministe-francophone-guide-de-bonnes-pratiques/>

(English-language edition) Book 1 of the guide is available free of charge in English: <https://affc.ca/publications/une-boussole-pour-le-mouvement-feministe-francophone-guide-de-bonnes-pratiques/>

The six signature traits of inclusive leadership

A Deloitte Business Institute study (authored by Juliet Bourke) puts forward an inclusive leadership perspective designed to help organizations adapt to their environment more equitably. “The six traits of inclusive leadership”² explores the diversity of markets, clients, ideas and talent via the following traits:

- 1 Commitment**
- 2 Courage**
- 3 Cognizance of bias**
- 4 Curiosity**
- 5 Cultural intelligence**
- 6 Collaboration**

The complete article and reference tools are available here (in English only): <https://www2.deloitte.com/us/en/insights/topics/talent/six-signature-traits-of-inclusive-leadership.html>

1. Alliance des femmes de la francophonie canadienne (2023), *Une boussole pour le mouvement féministe francophone - Guide de bonnes pratiques*, consulted at <https://affc.ca/publications/une-boussole-pour-le-mouvement-feministe-francophone-guide-de-bonnes-pratiques/>

1. Bourke, J. *The six signature traits of inclusive leadership*, April 14, 2016, Deloitte Insight, consulted at <https://www2.deloitte.com/us/en/insights/topics/talent/six-signature-traits-of-inclusive-leadership.html>