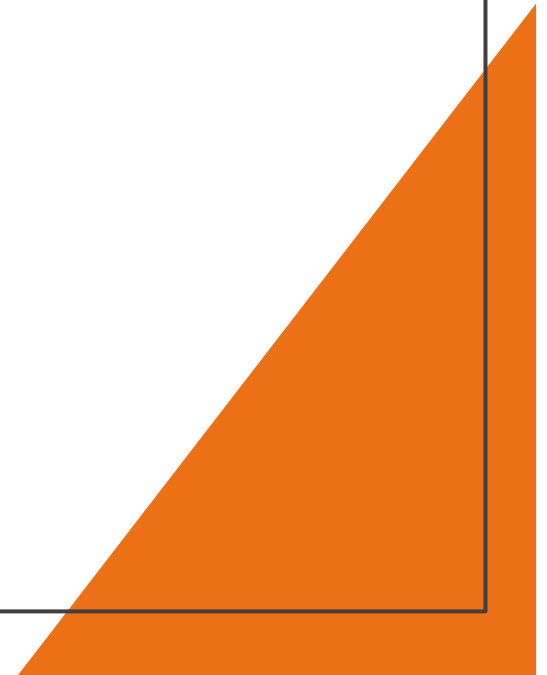


# Trustees Unlimited

PRESENTS

Arts on Board and the Cultural  
Equity Forum

**Sarah Davies,  
Partnerships Director at  
Trustees Unlimited**



# Today's session will cover:

- What are the governance issues facing the cultural sector
- How do organisations view diversity
- Removing the barriers
- Board shadowing programmes or advisory boards
- How to get support

# What are the governance issues facing the cultural sector?

- How to increase the diversity of perspectives and experience represented at board level to include young people, those from under-represented groups and from the global majority
- Where can organisations find trained and 'board ready' Trustees which mirror your organisation's deliverables

# Cycle of poor governance

**Trustees  
Unlimited**

- 0.5% of trustees are 18-24 years old, 2/3 of trustees are over 50 years old
- Women make up just 36% of trustees
- 8% of trustees are ethnically diverse
- 75% of arts organisations struggle to find trustees
- 10% of trustee roles are advertised, CEOs rely on their own networks to find new trustees



# How do organisations view diversity?

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# Remove the barriers

- Do Trustees need board experience?
- Do Trustees need a detailed understanding of governance?
- Is your language off-putting?
- When do you hold your Trustee meetings?
- Do you pay Trustee expenses?
- Does the time commitment have to be the same for everyone?
- Can you be flexible with board positions?



# Consider this .....

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Board shadowing  
schemes

How do they work  
and make sure its  
not a dead end.



# In summary.

- Avoiding 'group think' and asking challenging questions requires different voices around the table
- Remove the barriers
- Ask for support
  - Trustees Unlimited
  - Girl Dreamers
  - Young Trustees Movement
  - Beyond Suffrage
  - NCVO

# Trustees Unlimited

Sarah Davies

Partnerships Director

Arts on Board

[sarahd@trustees-unlimited.co.uk](mailto:sarahd@trustees-unlimited.co.uk)