

Resource B: Board or Committee Diversity Self-Assessment

Question	Yes	No	To Be Done	Next Steps
Does your Board or Committee reflect the diversity of your community regarding people with disabilities?				
Do you advertise Board or Committee vacancies in local papers, through various social media channels, online newsletters of organizations, and/or through disability groups/agencies?				
Do you recruit from diverse groups in your community to fill Board or Committee vacancies?				
Is knowledge of disabilities recognized as a valued skill when selecting new Board or Committee Members?				
Is proficiency in languages (other than the official languages and ASL (American Sign Language)) recognized as a valued skill when recruiting Board or Committee Members?				
Is knowledge of cultures and traditions, including Deaf culture recognized as a valued contribution or skill when recruiting Board or Committee Members?				
Do you recognize knowledge of languages (other than the official languages), and knowledge of cultures and traditions as valued skills when evaluating staff?				
Does your Board or Committee use inclusive language during meetings?				
When recruiting, do you ask potential candidates how comfortable they feel about working with others from diverse backgrounds in the workplace, including people with disabilities?				
Has your Board, Committee and/or management received the training required under the Accessibility for Ontarians with Disabilities Act (AODA), either through this organization or another organization?				
Are all communications (e.g., meeting notes, itineraries, event agendas, etc.) available in an electronic format?				
Are all communication materials sent well before the meeting or event?				
Are meeting spaces, pathways, and restrooms barrier-free, clear of obstruction, and accessible?				
Do Board and Committee Members feel comfortable enough to address exclusionary behaviours?				

Note: The Accessible Boards Toolkit by onBoard Canada, The Chang School is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.