Dear CtC

Summer has come to an end and we ended on a high in September. Here's the latest and greatest:

1. News from our All Members Event & AGM on 2nd September
2. Board vacancy for someone with HR management experience
3. Help us help you, every penny counts: Easyfundraising for CtC
4. Meet the new chair Neil Stevenson and new trustees of CtC
5. Thank yous to those stepping down from the CtC board
6. Recap of recent events
7. CtC's work on influencing others, making an impact
8. CtC members' board/committee roles successes
9. Stay in the know with these board related reading materials
10. Don't miss CtC on Twitter and LinkedIn and useful CtC emails
11. Where would we be without our wonderful members - warm thank yous
12. The Scotland events agenda for October and news of the London chapter
13. Still wanted: Experienced board directors to share their board journey

Please do feedback any comments, suggestions or ideas for the newsletter to us. Thank you!

CtC Member Communication Team
Courage tenacity Credibility

News from our AGM and All Members Event

On Monday 2nd September CtC held an All Members event in conjunction with its AGM in Glasgow. During the meeting our outgoing Chair Amanda Millar gave a powerful speech in which she stressed the importance of sharing our stories. She was very open about the hurdles she has had to overcome and explained that she wanted others to know in order to demonstrate it is possible to reach the boardroom for people from all walks of life. By inspiring them with examples, we need to show others that it can be done. This goes back to our vision statement: Changing the Chemistry in the boardroom so people and boards embrace diversity of thought.

Do you have or do you know someone with HR management experience. In January, CtC had a very successful collaboration with West Lothian College helping them attract a more diverse pool of candidates for their board (for which the charity charged a small fee). They are now looking for a new Board member with HR Management experience to help West Lothian College delivers the best learning experience for adult learners and the growing number of young people in the region. More details on the role are available here. The deadline for submission of your CV with a cover letter is Monday 21st October at midnight.

The total raised by CtC members via Easyfundraising is £236.51 raised since 1/4/2019, up £24.05 since the publication of the August
A big thank you to Amanda who, together with CEO Tanya Castell, has led to organisation through an important period. Amanda has represented CtC at many different events during the past three years, which has helped us increase the number of members and the diversity of our membership.

Neil Stevenson will move from the role of Vice Chair into the Chair position. He highlighted some exciting plans for which he asked volunteers (and input). Further in this newsletter we will tell you exactly what this involves. He also showed us a mirror based on the last membership survey. How newsletter. The number of CtC supporters signed up is 62 (+1).

Could we reach 80 supporters by the end of the year? We are less than 100 days away from 2020! Think of CtC when you do your festive online shopping.

For the Amazon buyers: There has been a change with regard to shopping on Amazon so please feel register with Amazon Smile to make sure a % of your spending on the Amazon website is donated to CtC.

Thank you to our former Chair, Amanda Millar, and one of the founding members, Trustee, Mary Duffy!

We cannot say it enough, so let’s say it again with the words of our new Chair on Twitter: thank you, Amanda, wholeheartedly for your leadership as Chair!

An equally huge ‘thank you’ is due to our Trustee of Mary Duffy, a founding Board Member of CtC, who, like Amanda, gave a
diverse are we? CtC regularly conducts a survey on the diversity of its membership. Neil presented a summary of the most recent findings (if you are logged in, you can find a more extensive report here). Although progress has been made in terms of diversity, the results give rise to several questions, such as: Is national coverage our aim? How do we support areas without critical mass? Is it inevitable that the majority of our members is older than 40 or is that something for us to tackle? How visible is the diversity in our network? Might it help us to consider gender issues in a different way? How do we ensure current and new members of different faith backgrounds see us as relevant and welcoming?

Last but not least, several members gave an insight into the way they contribute to CtC as volunteers. They found that engaging with running CtC, they all benefited by more than they gave through connections they made, introductions, support and advice. After that participants brainstormed in small groups on how we can encourage more members to engage and undertake activities to support CtC and its objectives. An overview of the results will be published in the next newsletter.

passionate speech at the AGM. In case you haven't read it already, you can read Mary's story of how she became involved with CtC from the very beginning, by logging into the CtC platform, navigate to the 'Documents' tab in the All Members group, click on category 'CtC Founders Spotlight'.

Meet our new Chair

Continuity is assured with our new Chair who has already been Vice Chair for three years. Neil (41), who heads up the Scottish Legal Complaints Commission in his day job, is excited about plans to promote BAME (black, Asian and minority ethnic) members and people from non-typical backgrounds (in terms of education / social inclusion) as role models and share their stories through mini comms campaigns. In addition, he hopes that CtC can encourage more men to join.
Morgan Stanley event
"Why not come on board?"
sold out with 70 people attending

We would also like to thank the speakers from CtC, Karthik Subramanya, Elaine Crichton, David Williams, Tanya Castell and Yasmeen Hussain, and Morgan Stanley and their diversity networks for hosting us (half the tickets were allocated to CtC to help us broaden our membership). The event also featured talks by representatives from the Scottish public appointments team, Skills Development Scotland, a social enterprise and two charities who were all seeking new board members.

The evening was about encouraging people to consider board roles and help them understand what it’s all about and the benefits, plus how to go about it.

Apart from enjoying the benefits of CtC membership, they could also play an important role as ‘allies’.

If CtC members share their successes as well as their challenges and the way they deal with them, we can make even more of a difference. Neil enthusiastically highlights the case studies project (see article below) and is looking for people to help us to make a strong push for diversity.

- Can we run a mini comms campaign based on three profiles of BAME role models whose profiles we can include on our website and mention on social media. Could existing members please come forward or invite others to join CtC so their stories can be shared? If you have feedback on how CtC can improve its offering, please let us know.
- CtC is also about social inclusion. Are you from a non-typical background then we would love to hear from you. Not only past experiences are interesting. If you are currently facing difficulties to fulfil your ambitions then it may help you and many others in your position if you are willing to talk about it. Again we would be looking to have three profiles on our website and add social media posts.
We had some nice PR on Twitter as well with e.g. Skills Development Scotland encouraging board diversity and mentioning us. Do keep spreading the word!

Join the board of a social enterprise

New member Zahra Hedges organised an event to encourage people to think about joining a social enterprise board. As Scotland

- Men are currently a minority within CtC and we would like to change that. Even men who are not actively looking for a board role themselves can support us as allies. If you have ideas on how we can encourage more men to join, we would love to hear from you.

Please send all suggestions to us via this email.

WE MAKE AN IMPACT!

As members we all know it, so let’s share the stories we have of the difference we make and the impact we have! Potential grant providers are also really keen to hear more about how we deliver results.

So, our Strategic Communications Advisory Committee (SCAC) is putting together a library of our Impact Stories and we need your help. Do you have a story to share that demonstrates the difference you, as a member of CtC, have made to the board you're on and the impact you have had on your organisation? If so we’d really like to hear it.

Over the next couple of months, Cate Nelson Shaw, one of the members of our SCAC, will be
works towards becoming a fairer and more inclusive society, social enterprises are increasingly becoming the business model of choice. Glasgow is a leading light in this exciting sector with more than 700 social enterprises. Many of them prove that it is possible to combine social objectives with financial robustness.

- 84% of social enterprises in Glasgow pay at least the Scottish Living Wage.
- 61% are led by women.
- Social enterprises generate income but primarily exist to achieve social or environmental aims.

The event was co-branded with Volunteer Glasgow and CtC, sponsored by CEIS and held in the Volunteer Glasgow offices. Catering was provided by social enterprise (of course!) Soul Food Sisters and more than 30 people attended the session. CtC’s inimitable Silka Patel talked about the support we give, and after the session several people asked for more information. The audience then heard from 8 different social enterprises from different sectors and at different stages who each had 4 minutes to convey their passion and purpose to allow audience members to decide if they

In the meantime you have any questions or want to give her a heads up on your story, please contact Cate directly here or 07947 808948.

CtC continues to work with organisations looking to diversify their boards. In addition to signing up to deliver a pilot of diversity and unconscious bias training for the Scottish Government (many thanks to CtC members John Maxwell and Yasmeen Hussain for agreeing to help CEO Tanya Castell with the delivery of this for CtC), the charity has also been asked to continue to support the College Development Network which is developing online Get into Governance training. Watch this space!!

MEET THE NEW CtC TRUSTEES

One of the 'new' trustees is not so new in the sense that he was re-elected - congratulations Karthik Subramanya!
felt enough of an alignment with their own values and goals to persuade them to join their boards. Afterwards, everyone had a chance to talk and network.

This is the first event that solely concentrated on trying to match social enterprises with board members from beyond the third sector and the appetite was certainly high so we may well look to replicate it in other places. Congratulations and thank you to Zahra & Silka!

Also welcome to the board to our 3 new Trustees Susan Nickalls, Bogusia Webb and Gillian MacDonald! You can check out their profiles on the CtC board webpage or their CtC profiles.

To those who submitted their manifesto and were not elected, we say thank you for your passion and engagement AND keep trying! Like our current Chair Neil said at the AGM, it's all about not giving up!

BOARD/ COMMITTEE ROLES

SUCCESSES: Last time we reported that the total number of board/committee roles filled by CtC members has now gone past the 200 mark - we're at 210 successes!!!

- Our new CtC trustees - Gillian, Bogusia and Susan
- Jane Grant was appointed to the board of SCDI.
- Gillian Watson now fulfils the role of Chair at DC Alpha Investments SPC Ltd
- Sue Currie has joined the Knowledge Strategy Committee of the University of Edinburgh

As an organisation of volunteers we are entirely dependent on our members’ contributions of time, ideas, locations and commitment. Apart from a big thank you to all our regular volunteers who do such a lot of (often invisible) work, we would like to thank the following members who made this month’s events possible:

- Linda Coe, Hans Smans, Kirsty McIntosh and Liz Taylor for everything they
did before, during and after the AGM in Glasgow. We are also very grateful to Yvonne Greeves and RBS for hosting us.

- Elaine Crichton for her stalwart work leading the Member Onboarding team - this is a team where we do need more volunteers please (thank you to Janne Wiggins for stepping up) - contact us here

- Anne Anderson and David Williams for volunteering to be introducers for Glasgow

- Francois du Plessis has become a member of the Dun Law Extension Wind Farm Community Trust

Congratulations to all of you. If you have been appointed to a board or committee role and have not told us yet, please do send the details to Irene Grant via the CtC success email address here.

**MARK YOUR CALENDARS!**

**SOCIAL EVENT:**
If you are interested in finding non-executive director or trustee board roles, then building and extending your network is very important. It is also core to how Changing the Chemistry operates as a peer support network. Why not come along, perhaps just for 30 minutes, to meet other members of CtC, to

**RESEARCH: When women are on boards, male CEOs are less overconfident**
Thanks, David Williams, for sending through this article. Read about the research that shows that a diversity of perspectives in the boardroom leads to better decisions: Click here.
learn how they’ve secured board positions and the experience they’ve had or to give us feedback on how we’re doing and what support you need to achieve your board ambitions. There is no charge to attend and just pay as you go on the night for any drinks. This is for members of CtC only. This is taking place on the evening of Monday 7th October at Le Di Vin in Edinburgh - register [here](#).

### TARGET & GRADUATE GROUP EVENTS:
The target group is for members looking for help in securing board roles and the graduate group is for members with board roles to share experiences, advice and good practice.

- 21 October, 6-7.17 pm: Target Group, Glasgow - register [here](#)
- 23 October, 6.15-7.30 pm: Graduate Group, Glasgow - register [here](#)
- 30 October, 6.15-7.30 pm: Target Group, Edinburgh - register [here](#)

More information and the diary for November can be found in the Member Forum on the website under "Member Events".

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**Effectiveness**

Research from Hardman & Co regarding Board Effectiveness stated:"Boards of Directors of public companies used to consist of the great and good, friends of the Chairman and placemen. Such an approach has become unacceptable to investors and, increasingly, society. Today, the role of the director brings serious legal responsibilities. Equally importantly, however, a well-constructed board can be part of the drive for value creation. This should form part of investors' assessments of companies. In this article, Dr Sabine Dembkowski of consultancy Better Boards sets out the 7 key characteristics of an effective board."

**Directors briefing: Setting the pace or keeping up: Is your board future fit?**

Heads up: this is a 20' read, but a worthwhile one from the EY Global Centre for Board Matters. [Click here](#) if you want to discover 6 new or improved practices your board can adopt to become future-fit.
CtC LinkedIn Corner

Feel free to ‘like’ and/or share our posts on LinkedIn - we are proud of our CtC members and dare we say it, our own achievements! One recent post was a summary of our AGM for those who couldn’t wait for the newsletter!

We’re delighted that CtC member (and Glasgow introducer) Elsa Jack was a finalist for the Board Member of the year at Women’s Enterprise Scotland awards held on the 18th September in Glasgow in front of c. 250 people!! Thank you for your contribution to CtC and giving us a mention with our commitment to diversity of thought in the boardroom!!

CtC Twitter corner:

Seen the latest tweets regarding the AGM on Twitter? Stay in the know real-time, connect with other members and follow us on Twitter!

USEFUL CtC EMAIL ADDRESSES

CtC London Chapter

The London chapter of Changing the Chemistry is getting into a routine with a member meeting on the second Monday of the month and an open meeting on the last Wednesday of the month. Even if you are based in Scotland, you are welcome to attend the London events.

Changing the Chemistry - Member Meeting

If you want to build your NED portfolio please join us at a new venue (courtesy of

USEFUL CtC EMAIL ADDRESSES
Christine Esson and the Scottish Business Network) on 14th October 2019 from 6pm to 7:30pm. Venue; London Scottish House, 95 Horseferry Rd, Westminster, London, SW1P 2DX

We will cover initial hints and tips on building your NED portfolio, how to get the most from the Changing the Chemistry network as well as sharing some tools and resources found useful for other members. Register here.

Changing the Chemistry - Open meeting

Our last meeting at The Zetter Clerkenwell near Farringdon Station went so well, we decided to head back there again. For those interested in becoming a member or just meeting other interesting people who want to increase diversity of thought on boards please come along on Wednesday 30th October 2019 2020 from 6:00 PM - 7:30 PM, Register here.

Future London dates

11th Nov. - Member meeting for NEDs
27th Nov. - Open social meeting
9th Dec. - Open social meeting
13th Jan. - Member meeting for NEDs
29th Jan. - Open social meeting

WANTED: EXPERIENCED BOARD MEMBERS AS SPEAKERS

We need introductions to experienced board directors/trustees (from outside of CtC) who would talk to CtC members about their board experience, share their tips on being a good NED and

Here's a handy overview of the email addresses CtC uses, all @changingthechemistry.org:

* board.vacancy@ - roles to share
* success@ - details of new roles
* contact@ - general queries
* events@ - event ideas/intros
* CtC.volunteer@ - offers of help
* member@ - onboarding queries
* member.setup - platform set-up
* technical.support - platform problems or access issues
* member.communication - interesting news articles to share for the newsletter (OR post them yourself in the All Members group)

CtC has 3 core strategic aims to support our vision supported by a strengthening our sustainability. We have no employees to deliver the work we do which is why your participation is so crucial - please see how you can help here and do ask if you're not sure - email here.
advise on their approach to securing board roles. You know someone in your network? Then please send an email to the events team here. The sessions are usually for maximum 90 minutes with maximum 12-15 attendees to encourage an informal atmosphere and plenty of discussion so preparation by the speaker is limited.

**Tap into your own network and send suggestions our way!**