



## **Shoreham Board of Directors: Self-Identification & Diversity Summary Report**

**Evaluation Period:** February-March 2026

### **Introduction**

This report summarizes the results of the Shoreham Board of Directors' self-identification and diversity survey conducted in February–March 2026. The survey provides an overview of Board composition, highlights areas of strength, and identifies opportunities to strengthen representation. Participation was voluntary, and results are presented in aggregate to support informed governance, recruitment, and succession planning decisions.

Shoreham recognizes that effective governance requires a Board whose composition not only reflects diverse perspectives but also mirrors the residents, families, and staff the organization serves. Insights from this survey support efforts to strengthen inclusion, equity, and cultural safety in Board decision-making and align with governance best practices and Accreditation Canada standards.

**2. Response Rate:** 4 out of 6 Board members completed the evaluation, representing a 67% participation rate. The response rate provides a reasonable snapshot of Board composition while maintaining the voluntary and confidential nature of the questionnaire.

### **3. Overview of Board Composition**

#### **Gender Identity**

Among respondents:

- **Male:** 2 respondents (50%)
- **Female:** 2 respondents (50%)

The responses indicate gender balance among participating respondents.

#### **Sexual Orientation**

All respondents identified as:

- **Heterosexual:** 4 respondents (100%)

While this reflects the responses received, it does not necessarily represent the full Board given the voluntary nature of participation.

#### **Age Distribution**

Respondents represented multiple age groups:

- **Under 35:** 1 respondent (25%)
- **35–49:** 1 respondent (25%)
- **50–64:** 2 respondents (50%)

- **65+:** 0 respondents

This suggests representation across several age cohorts, with the majority of respondents currently within the mid-career to later professional stages.

### **Disability Representation**

- **Identified as a person with a disability:** 1 respondent (25%)
- **Did not identify as having a disability:** 3 respondents (75%)

One respondent who indicated having a disability selected “Not listed above”, though no further details were provided.

This suggests that some disability representation exists among responding Board members, though additional outreach may help better understand accessibility considerations within governance participation.

### **Racial and Ethnic Identity**

- **Identified as a racialized person:** 0 respondents
- **Did not identify as racialized:** 4 respondents

Based on the responses received, the responding group does not currently include individuals who self-identify as racialized.

### **Cultural or Religious Identity**

Two respondents voluntarily shared additional information regarding cultural or religious identity:

- Christian
- Catholic

No additional cultural or ethnic background information was provided.

### **Language**

All respondents indicated their primary language of comfort for communication is English.

- **English:** 100%
- **French, Mi’kmaq, other languages:** 0%

## **4. Summary of Key Observations**

Based on the responses received, several observations emerge regarding the current composition of the responding Board members.

### **Areas of Representation**

The survey responses indicate:

- Balanced gender representation among respondents
- Representation across multiple age groups

- Some disability representation

These elements contribute to diversity of perspective in governance discussions.

### **Areas with Limited Representation**

Based on the responses received, the following areas appear to have limited or no representation among respondents:

- Racialized communities
- Indigenous identity
- Linguistic diversity beyond English
- Sexual orientation diversity

While these results reflect only the responses provided, they highlight potential opportunities to broaden representation over time.

## **5. Governance Implications**

Understanding Board composition is an important component of effective governance and community accountability.

Diverse Boards benefit organizations by:

- Bringing multiple perspectives and lived experiences into decision-making
- Strengthening understanding of community needs
- Supporting inclusive policy and program oversight
- Enhancing organizational credibility and trust within the community

For organizations such as Shoreham that provide services to diverse residents, families, staff, and volunteers, representation at the governance level can support more inclusive and informed decision-making.

## **6. Considerations for Board Planning and Recruitment**

The findings from this questionnaire may inform several areas of Board planning.

### **1. Strategic Board Recruitment**

Future recruitment efforts may consider targeted outreach to increase representation among:

- Racialized communities
- Indigenous communities
- Individuals from diverse cultural backgrounds
- Individuals with diverse professional and lived experiences

This does not imply quotas or requirements but supports intentional outreach to broaden the candidate pool.

## **2. Community Representation**

Strengthening connections with individuals who reflect the communities served by Shoreham may help ensure that governance decisions incorporate a wide range of community perspectives.

## **3. Inclusive Governance Practices**

Beyond recruitment, Boards can also strengthen inclusion through:

- Cultural safety and anti-racism education
- Inclusive meeting practices
- Accessibility considerations for Board participation
- Continued reflection on Board culture and belonging

## **4. Ongoing Monitoring**

Collecting voluntary self-identification information periodically allows the Board to:

- Monitor progress toward diversity goals
- Identify emerging gaps in representation
- Inform succession planning and Board renewal

## **7. Conclusion**

The 2026 Shoreham Board Self-Identification Questionnaire provides an initial snapshot of Board composition among responding members. While the responses indicate strengths in gender balance and age diversity, they also highlight opportunities to strengthen representation across additional dimensions of diversity.

Continuing to assess Board composition and incorporate diversity considerations into recruitment, succession planning, and governance practices will support Shoreham's broader commitment to equity, inclusion, cultural safety, and community representation.

These efforts align with Shoreham's mission, governance responsibilities, and the expectations of modern healthcare governance frameworks, including Accreditation Canada standards.