

Expressions of Interest – Non-Executive Directors (Voluntary)

A group of LGBTQ+ executives and non-executive directors who are passionate about the need for diversity in Australia's boardrooms have established the Australian LGBTQ+ Board and Executive Inclusion Forum (ALBEI). With only 4 openly LGBTQ+ peopleⁱ in a population of over 2000 directors on ASX300 Boards we also know that there are many more who are not publicly associated with their companies. With only 1% of board seats and at least 8% of the population we believe that many talented and board ready LGBTQ+ executives are hitting a very low pink ceiling.

There is compelling global research showing that diverse boards provide for better shareholder returns, risk management and product development to name a few.

ALBEI has just been incorporated and is in its formative stages of development and we will

- Carry out research regarding diversity at senior leadership levels and do some myth busting based on data;
- Provide support, education and networking to members of the LGBTQ+ community who aspire to be board members; and
- Collaborate with other under-represented groups in order to make Australian boards truly diverse; and
- Advocate for better diversity and inclusion on boards and executive teams in Australia.

ALBEI will be a membership organisation with both Corporate and Individual members.

For further information on ALBEI please go to www.albei.org

OUR BOARD

ALBEI is currently constituted with 5 directors and we have recently completed a skills and diversity assessment. We are now seeking a number of passionate people to complement our existing our skills and ensure that we live by our own values of having a truly diverse board.

As we are in our formative stages the board is still operational in nature and we are seeking passionate individuals who can commit time to the governance of ALBEI (roughly 8 formal board meetings a year with regular operational meetings) as well as provide hands on expertise and support in a number of areas.

Ideally we are seeking a combination of people who:

- Can demonstrate strong leadership experience;
- Have executive experience in one or more of digital, marketing, member based organisations, public relations, philanthropy and finance;
- Are intellectually curious, enjoy constructive debate and are collaborative;
- Have senior executive or non-executive director experience across corporate Australia, not-for-profit or government;
- Have strong senior networks across the Australian community; and
- Enjoy a fun time with a passionate group of people trying to make the world a better place.

In order to ensure that the overall board reflects our values and purpose we are very keen to hear from talented people of culturally and linguistically diverse backgrounds, people from our communities (LGBTQ+); women, people with a disability, First Nations people and people from lower socio-economic backgrounds. We are also very keen to have a broad geographic spread across Australia; most meetings will be virtual.

Please provide a curriculum vitae and short cover letter (no more than 2 pages) addressing the criteria above and email to info@albei.org by 15th August.

If you wish to discuss this in more detail don't hesitate to contact any of the team through our website at www.albei.org

ⁱ Watermark Search International Board Diversity Index 2024.