

STATES OF JERSEY



DIVERSITY WORKING GROUP

Lodged au Greffe on 15th November 2019
by Deputy J.M. Maçon of St. Saviour

STATES GREFFE

PROPOSITION

THE STATES are asked to decide whether they are of opinion –

to request the Council of Ministers to set up a working group of States Members (both Executive and Non-Executive) to consider the implementation of policies which proactively encourage greater diversity (in respect of, for example, sexual orientation; race/nationality; class; disability; age and gender) in applicants wishing to sit on various States-owned or funded Boards and arm's-length bodies.

DEPUTY J.M. MAÇON OF ST. SAVIOUR

REPORT

It is clear that there is willingness amongst Assembly Members to see greater diversity on Boards and arm's-length bodies, and the Council of Ministers should set up a process whereby Members can examine the structures and processes that should be put in place in order to proactively attract and encourage great diversity in these bodies.

One proposal would be to maintain a pool of individuals who perhaps were not selected for a specific position on an occasion, but who had merit nonetheless, and who could be asked to put themselves forward for other positions as they arose. This pool of candidates could be given support to develop the necessary skills and capabilities to boost their prospects of being selected in the future.

Financial and manpower implications

There are no manpower implications arising from the proposition, but there may be a small administrative cost should the working group decide to undertake consultation or research.