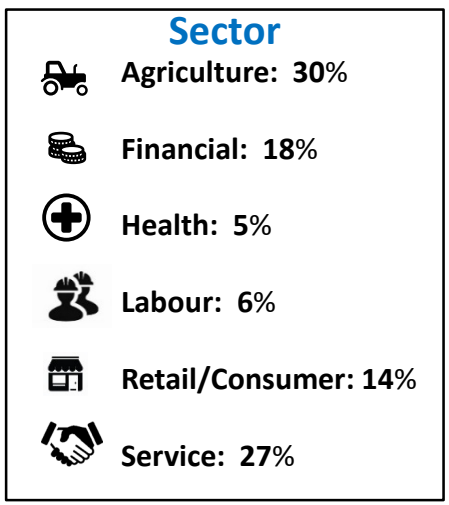
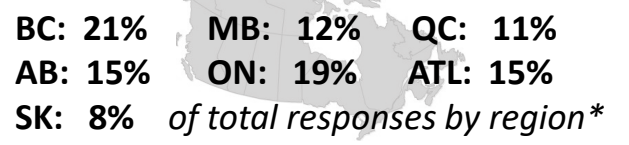


# 2018 Delegate and Alternate Diversity Report Card

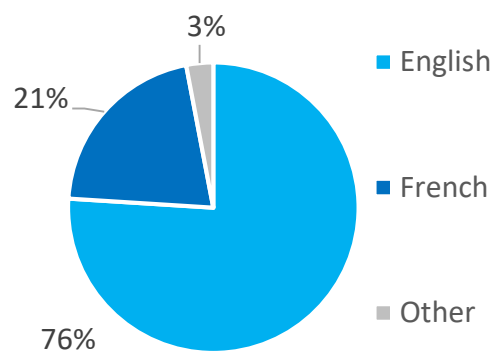


140 of 182 delegates and alternates = 77% participation

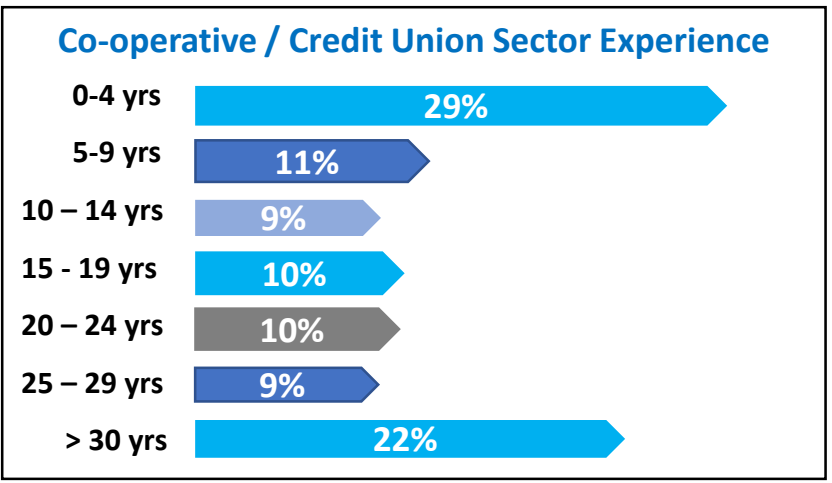
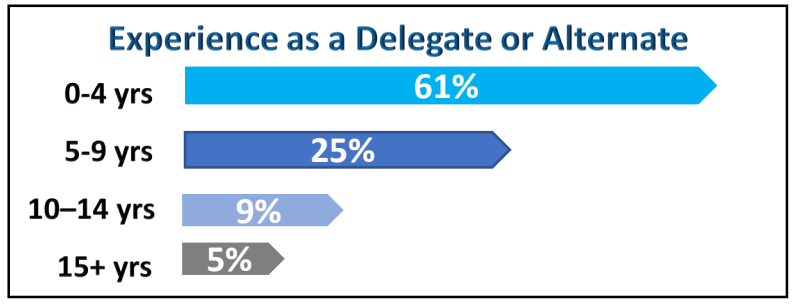


## First Language Learned

and still speak today

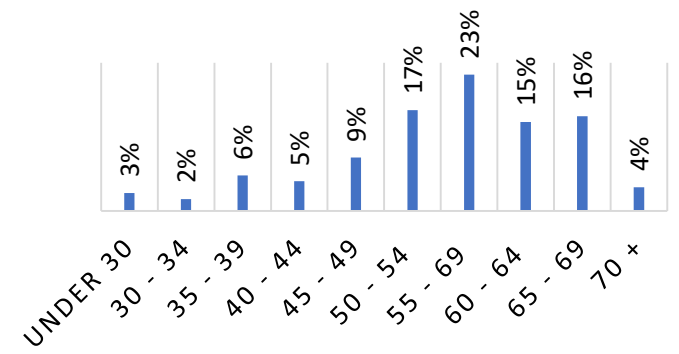


- 7% identify as Aboriginal or a visible minority
- 2% identify as persons with a disability



- 23 out of 44 members (52%) have appointed at least one woman of its two delegates
- 20 of 44 of our members have at least 50% of their appointed delegates represented by women

## Age



\*Figures have been rounded up

# 2018 Delegate and Alternate Skills Matrix

All Regions

**GREEN**

indicates a good or strong level of skills, experience and/or knowledge  
**Confident**

**YELLOW**

indicates a basic level of skill, experience and/or knowledge  
**Developmental**

**RED**

indicates a poor or inadequate level of skill, experience and/or knowledge  
**Low**

Knowledge & Learning Orientation			
Co-operative Governance Responsibilities	65%	30%	5%
Business	63%	33%	4%
Stakeholder	54%	42%	4%
Financial Acumen	48%	42%	10%
Bias to Learn	72%	27%	1%
Thinking			
Strategic	77%	22%	1%
Open Minded / Information Seeking	89%	11%	0%
Objective	80%	19%	1%
Personal Style			
Judgement	76%	23%	1%
Integrity	94%	6%	0%
Self-Aware	80%	20%	0%
Social Style			
Conflict Resolution	66%	33%	1%
Communication	66%	33%	1%
Team Player	81%	18%	1%
Engagement			
Personal	79%	21%	0%
Values	90%	10%	0%

137 of 182 delegates and delegates = 75% participation