

DTAS Annual Conference 2026

CREATING A SPACE WHERE EVERYONE FEELS THEY BELONG:

***How to improve diversity and inclusion in
board recruitment and retention***



Host Organisation
Gaby Nolan
Helen Morrison
Andy Cuthbertson

Agenda

By the end of the workshop, you will:



Be more aware of the value of board diversity



Be able to identify any barriers to more inclusion on your board



Be able to have more confident conversations about board diversity



Volunteering in Scotland

1

In 2024 25% of adults volunteered in a formal capacity

2

That's 1,000,000+ people

3

Almost half – 48% of adults volunteered in some capacity, including both formal and informal activities

4

200,000+ volunteered as Trustees

5

In 2022, volunteering was estimated to be worth £3.5 billion to Scotland's economy



Equality, Diversity, and Inclusion – What We Mean

1

Everyone has fair access to opportunities, participation and support.

2

We recognise that people can have different needs and circumstances, and we aim to remove barriers that may prevent individuals and communities from reaching their full potential.

3

We value the differences that make each person unique, and the experience, skills, and perspectives individuals bring that strengthen our communities and organisations.

4

We want to create environments where all voices are heard, where everyone feels welcome, supported and can participate and contribute.

5

We want to build boards and workplaces where people can thrive, be connected, feel a sense of belonging and contribute their best.



Links and resources

DTAS website: <https://dtascot.org.uk>

Volunteer Scotland (2024)
Briefing: Volunteering and Equalities.
[LINK](#)

Directory of Social Change (2024),
Language Guidance – Equity, Equality,
Diversity and Inclusion. [LINK](#)

Volunteer Scotland (2025), The State
of Volunteering in Scotland. [LINK](#)

SCVO (2026), State
of the Sector –
People. [LINK](#)



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**Helen Morrison
Gaby Nolan
Andy Cuthbertson**

Exercise 1 – In pairs

Consider who makes up your community?



→ What would good representation be like on your DT Board?

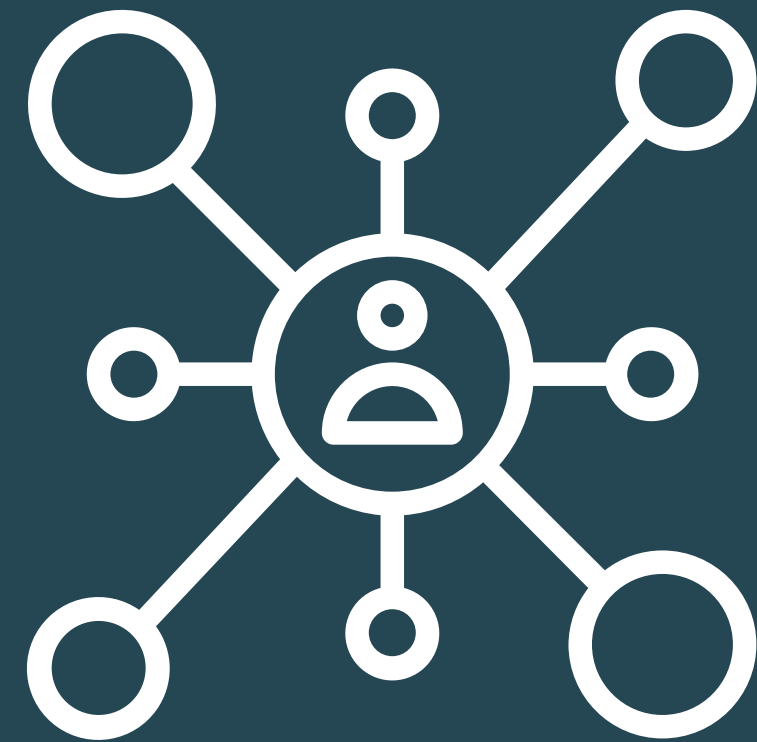
→ Who is under-represented?



Exercise 2 – In pairs

How are people going to find their way to your board?

- Let's put ourselves into someone else's shoes
- How will people know what they can contribute ?



“Volunteerism is the voice of the people put into action. These actions shape and mold the present into a future of which we can all be proud.”

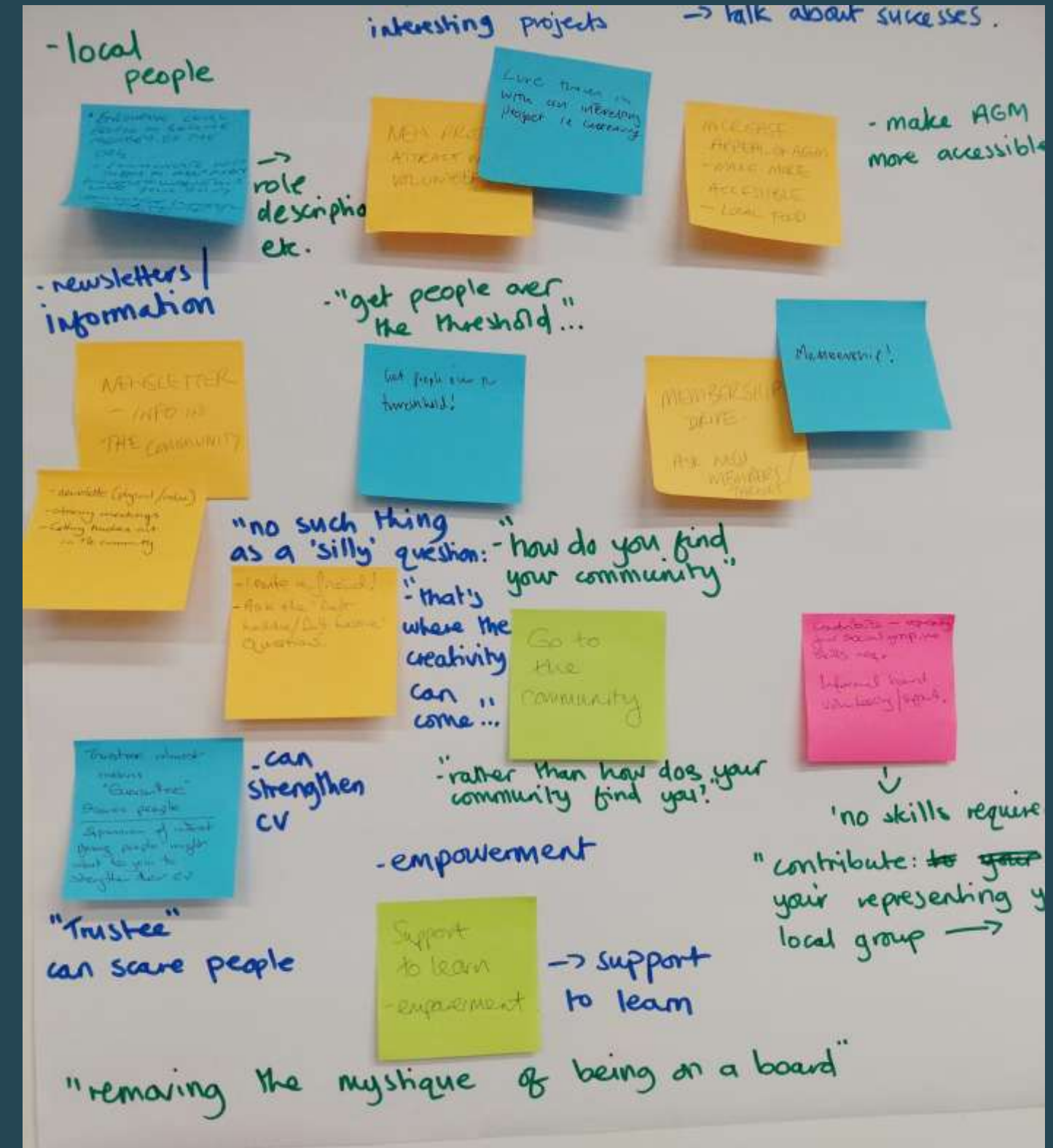
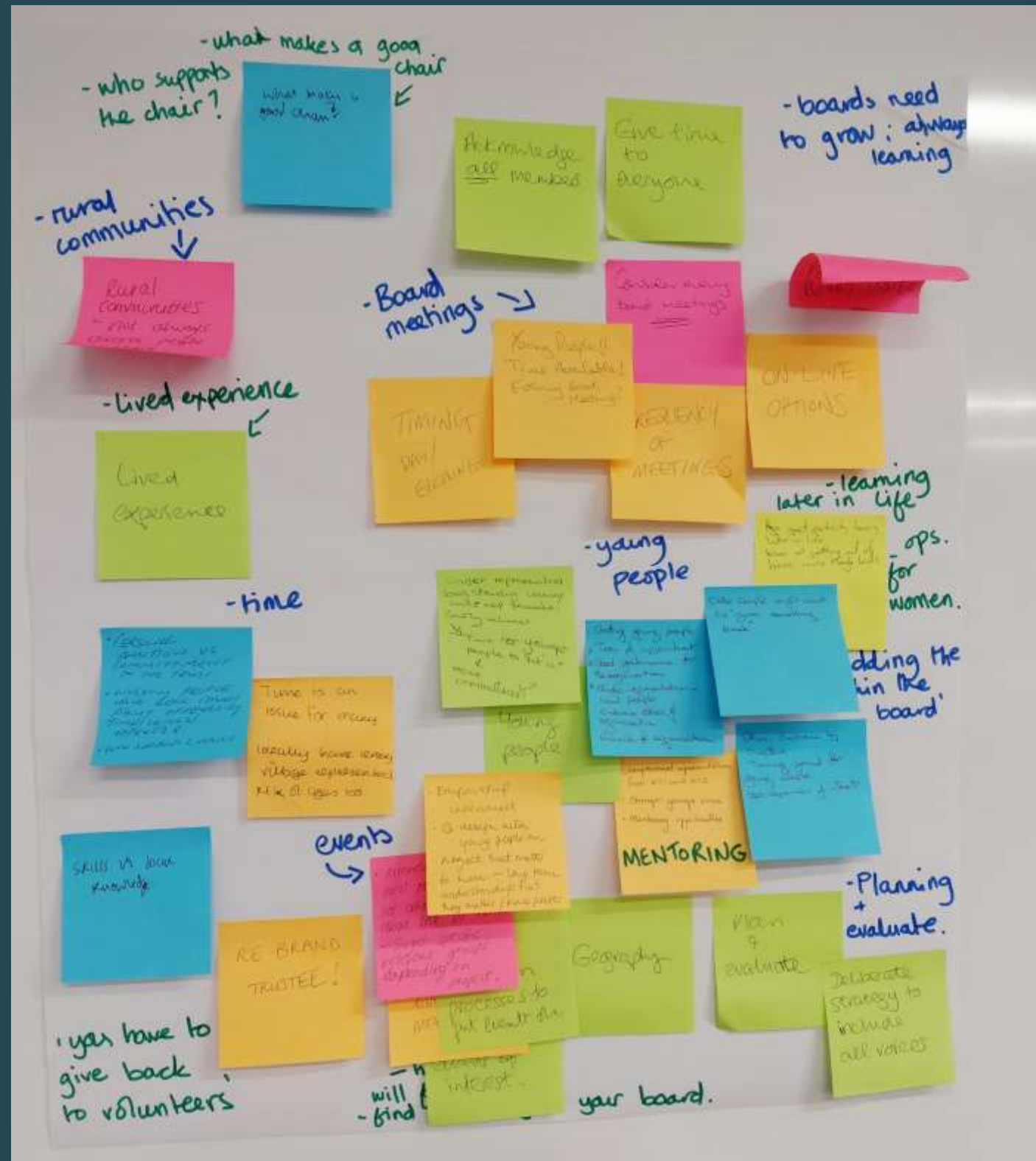
Helen Dyer



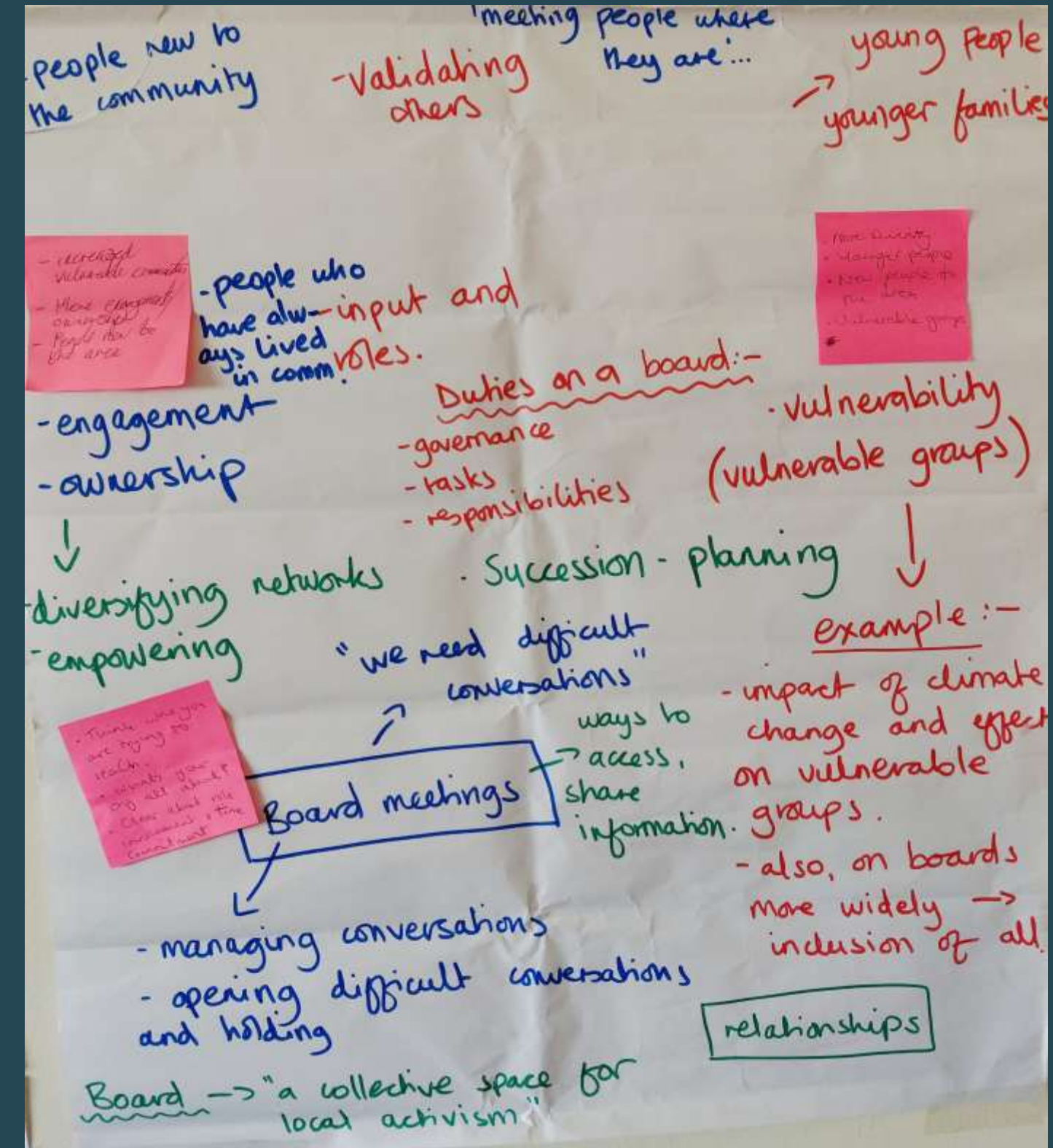
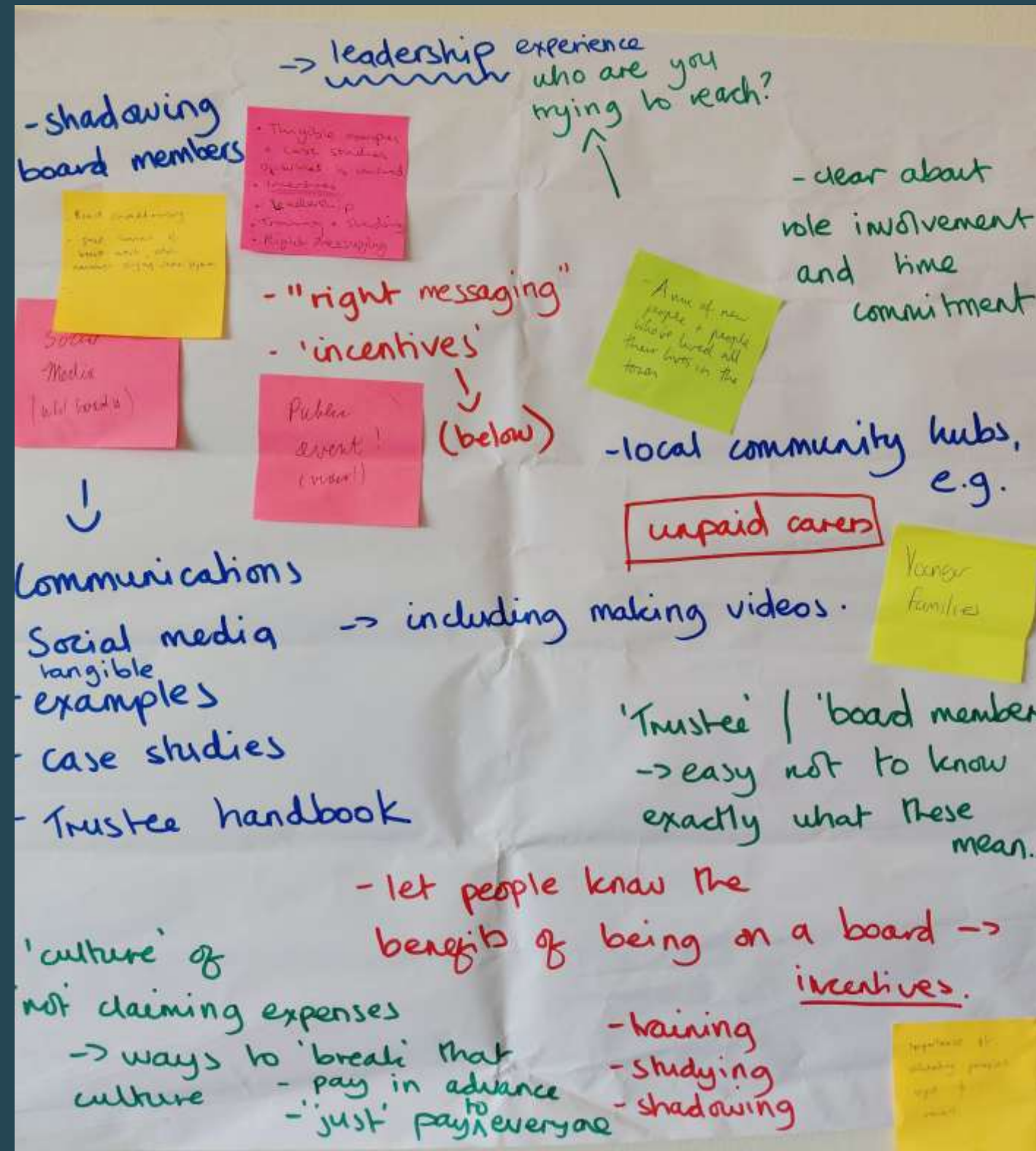
Thank you for your time
and contribution today



Photos from the workshops: part 1



Photos from the workshops: part 2





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2026

Thank you!

Helen@dtascot.org.uk

Gaby@dtascot.org.uk