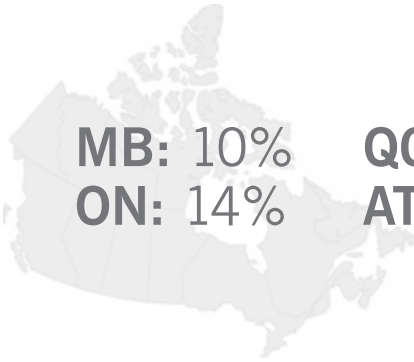


# 2019 Delegate and Alternate DIVERSITY REPORT CARD

All Regions

81 of 197 delegates and alternates  
= **41% PARTICIPATION**

BC: 16% MB: 10% QC: 17%  
AB: 14% ON: 14% ATL: 15%  
SK: 14%



of total responses by region\*

AGE	Under 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
	5%	2%	6%	4%	10%	14%	17%	25%	11%	6%

## TOP ASPECTS

of diversity important to delegates & alternates

68%  
**Functional area of expertise**

48%  
**Management experience**

43%  
**Industry experience**

40%  
**Gender**

38%  
**People with disabilities**

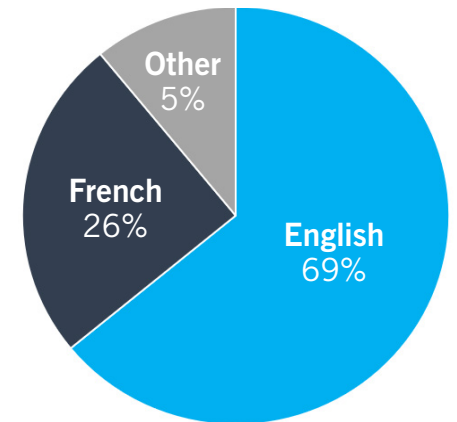
## SECTOR

Agiculture: 21%  
Financial: 21%  
Health: 7%  
Labour: 2%  
Retail/Consumer: 14%  
Services: 35%

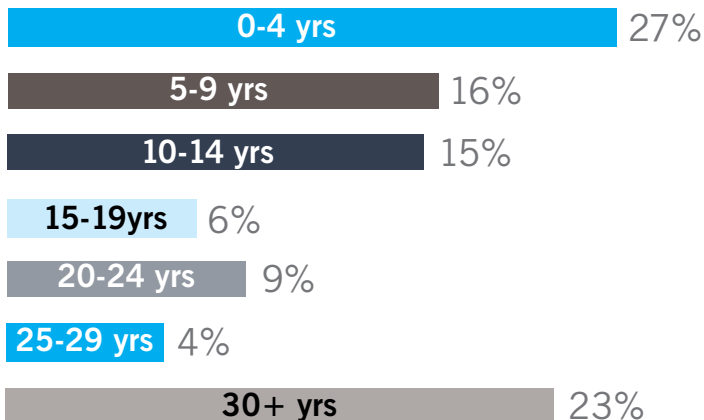


## FIRST LANGUAGE LEARNED

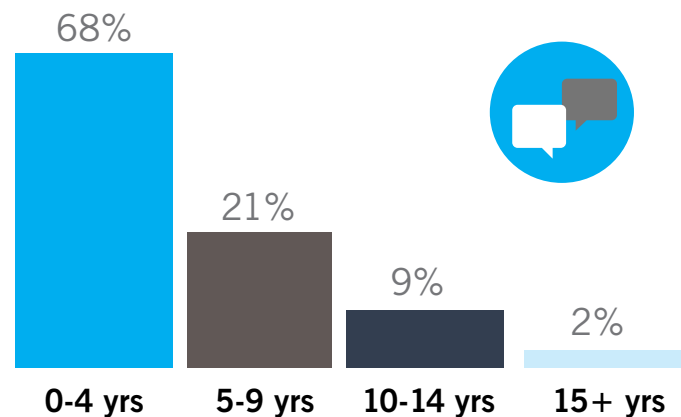
and still speak today



## CO-OPERATIVE / CREDIT UNION SECTOR EXPERIENCE



## EXPERIENCE AS A DELEGATE OR ALTERNATE



## GENDER



24/45 [53%] of members have appointed at least one woman of its 2 delegates

4% identify as a **visible minority**

2% identify as a person with a **disability**

# 2019 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	74%	24%	2%
Business	64%	34%	2%
Stakeholder	63%	31%	6%
Financial Acumen	49%	45%	6%
Bias to Learn	83%	14%	3%
Thinking			
Strategic	84%	16%	
Open Minded / Information Seeking	95%		5%
Objective	88%	11%	1%
Personal Style			
Judgement	79%	19%	2%
Integrity	98%		2%
Self-Aware	81%	19%	
Social Style			
Conflict Resolution	70%	30%	
Communication	79%	21%	
Team Player	88%	12%	
Engagement			
Personal	83%	17%	
Values	93%	7%	

81 of 197 delegates and delegates = 41% participation