

RISE ON BOARDS+

FREQUENTLY ASKED QUESTIONS



TABLE OF CONTENTS

Frequently Asked Questions

- What is Rise on Boards+? 3
- How does Rise on Boards+ work? 3
- What is the difference between Rise on Boards and Rise on Boards+?..... 4
- What are the benefits of participating in the pilot program? 4

Learn More: Young Directors

- Who is eligible to participate in Rise on Boards+? 5
- What is the cost of joining Rise on Boards+ for participants? 5
- When is the application process open?..... 5
- What is the duration of the Rise on Boards+ program?..... 5
- What can participants expect when joining the program?. 6
- How is the program delivered?..... 6
- How many hours do I need to complete the whole program? 7
- Am I guaranteed to find a board position through Rise on Boards+? 7
- How does the board directory work? 7

Learn More: Governance Boards

- Which boards are eligible to participate?..... 8
- What is the cost of joining Rise on Boards+ for organizations? 8
- How can my organization get involved?..... 8
- Are we guaranteed to find a candidate through Rise on Boards+? 8
- Does my organization get to make the final choice regarding a new board member?... 9

FREQUENTLY ASKED QUESTIONS

General Questions about Rise on Boards+

What is Rise on Boards+?

Since 2017, our Rise on Boards program has been dedicated to building more equitable and inclusive boardrooms across Canada. The program has been so impactful that we continue to see extremely high demand and every year, receive far more (impressive) applications than we have the capacity to take on. Rise on Boards+ was launched to help even more young leaders access governance training and board opportunities.

This pilot program offers a condensed, self-paced version of our flagship program, enabling participants to receive the necessary training and support to become board members. By addressing issues of sexism, racism, and ageism in the non-profit sector, Rise on Boards+ aims to promote equity and enhance representative governance in Canada.

How does Rise on Boards+ work?

Rise on Boards+ is designed to support participants on their journey to joining their first board of directors. Participants acquire the essential skills and knowledge necessary for effective board membership by completing a number of virtual modules on the topics of board governance and leadership.

Upon successful completion of the curriculum, participants gain exclusive access to a directory comprising board opportunities with nonprofit organizations across Canada. This directory enables participants to explore and apply for board positions that align with their interests and aspirations. The program offers flexibility in the application process, allowing participants to pursue opportunities both through the board directory and externally.

To help build inclusive boardrooms, Fora provides partnering boards with equity training and resources to support the inclusion of board members from diverse backgrounds and identities. Through this two-pronged approach, Rise on Boards+ seeks to promote equitable representation in governance and contribute to the advancement of inclusive and effective nonprofit sector leadership.

What is the difference between Rise on Boards and Rise on Boards+?

Rise on Boards+ delivers all the benefits of our Rise on Boards program in a condensed and flexible, on-demand format. It includes comprehensive training, access to board opportunities, professional group coaching, and a supportive community of like-minded leaders. Rise on Boards+ offers participants essential workshops that cover key topics from our Rise on Boards curriculum in areas of board governance, finances, fund development, and leadership, which aim to develop participants' skills and confidence for their first board positions. The program allows participants the flexibility to complete workshops, readings, and quizzes at their own pace.

While the program does not facilitate a board match or a 1-year placement with non-profit organizations, it enables participants to take the lead in finding governance positions that are right for them. After the completion of the training modules, each participant is provided with training on how to join a board, and access to a network of organizations and board opportunities.

What are the benefits of participating in the pilot program?

For Participants:

Participants of Rise on Boards+ will have the opportunity to enhance their board readiness, expand their network, and contribute to promoting equity in governance across the non-profit sector in Canada. The pilot program offers comprehensive training that will help participants develop the technical and leadership skills to make effective board directors, provides access to board opportunities through a directory of non-profit organizations, and professional group coaching to support goal setting and personal development. Rise on Boards+ will empower each participant to join their first non-profit board to promote equity and re-imagine decision-making in boardrooms across the country.

For Boards:

Research indicates the need for diverse voices in leadership and boardrooms to enable stronger and more innovative decision-making. By partnering with Rise on Boards+, your board will gain access to a diverse pool of board-ready candidates, and the opportunity to strengthen its effectiveness through inclusive decision-making. In addition, your board will receive free equity training and resources to help you build a welcoming environment for prospective board members and integrate equity, diversity and inclusion practices in your organization.

LEARN MORE: YOUNG DIRECTORS

Who is eligible to participate in Rise on Boards+?

Rise on Boards+ applications are open to individuals who:

- Reside in Canada;
- Identify as young women or gender-marginalized youth;
- Are between the ages of 18-29.

Participants must demonstrate an interest in governance and social impact, have the goal of joining a non-profit board in the near future, and be committed to advancing equity in boardrooms. Participants should have prior leadership experience (formal and informal leadership experiences are both recognized) and dedication to community work and volunteering.

What is the cost of joining Rise on Boards+ for participants?

At this time, Rise on Boards+ is accessible to participants at no cost. Optional one-to-one coaching with a professional coach, to supplement free group coaching, will be available for a fee.

When is the application process open?

The application process for Rise on Boards+ is exclusively for invited candidates, as it is an invite-only pilot program that is not accessible to the general public. The application window for invited candidates will commence on September 8, 2023, and continue until October 1, 2023. All applicants will be notified of their success by October 6, 2023.

What is the duration of the Rise on Boards+ program?

The Rise on Boards+ training program will run from October 2023 until January 2024, giving participants 3 months to successfully complete all the training modules and assessments. Alongside this, monthly group coaching sessions will be offered, and participants will have the opportunity to enroll in these sessions on a first-come, first-served basis.

Upon the completion of the training program, participants will gain access to the board directory to begin their board search. We strongly advise participants to actively pursue board positions within the first 6 months. It's important to note that while this timeline is recommended, we recognize that each individual's circumstances and opportunities may differ. We will intermittently conduct check-ins to monitor your progress and journey.

What can participants expect when joining the program?

Rise on Boards+ aims to support each participant in developing the technical skills and confidence they need to join a governance board and connect them to a wider community of like-minded peers, professionals and organizations to support their leadership journey.

As a participant of Rise on Boards+, you commit to the following program activities:

- Complete all training modules and assessments
- Participate in group coaching sessions
- Make an active effort to join a non-profit board using the program's board directory and external sources
- Participate in all Rise on Boards+ pilot evaluation

How is the program delivered?

Training:

Rise on Boards+ training will be delivered asynchronously through the Fora Academy, a convenient and easy-to-use online learning platform. Participants can access the program at their convenience, engaging with video lessons, reading materials, quizzes, and group discussions. To ensure a high-quality learning experience, each module must be successfully completed, and a minimum quiz score achieved before participants can progress to the next topic. Flexible delivery allows participants to learn at their own pace and review content as needed to support positive learning outcomes and maximum retention.

Coaching

Rise on Boards+ participants will have the opportunity to access group coaching on a monthly basis to complement course content to further develop networking, communications, leadership, and community-building skills.

How many hours do I need to complete the whole program?

Rise on Boards+ training is intended to provide participants with the flexibility to complete modules at their own pace. Participants can expect to dedicate approximately 20 hours to complete all course content, activities, and assessments. In addition, participants will be invited to engage in optional group coaching, community networking opportunities and events.

Am I guaranteed to find a board position through Rise on Boards+?

Your participation in Rise on Boards+ will undoubtedly enhance your skills, knowledge and confidence to look and apply for a non-profit governance board position. While we cannot guarantee an immediate board position, it will open doors to promising leadership opportunities. As a participant of RB+, you will be expected to take the lead and actively work towards securing a governance position through independent efforts. To support this process, RB+ will equip you with access to necessary training and resources to strengthen your candidacy for board positions and connect you with a directory of organizations interested in recruiting candidates from the program.

How does the board directory work?

Upon the completion of the training program, participants will be granted access to the Rise on Boards+ board directory to help them begin their search for a non-profit governance position. Participants will have to create an account and set up their profile to view and filter available board opportunities and will be able to directly connect with organizations through the platform to express their interest in a particular position. Please note that Rise on Boards+ does not have control over each organization's recruitment process, the next steps will depend on each individual board.

LEARN MORE: GOVERNANCE BOARDS

Which boards are eligible to participate?

Rise on Boards+ partners with registered non-profit organizations in Canada that are seeking to diversify representation on their board of directors and are committed to advancing equity. Corporate boards are not currently eligible to participate.

What is the cost of joining Rise on Boards+ for organizations?

There is no fee for organizations to participate in Rise on Boards+, join and post on our directory platform, or access our Equity on Board training and resources. Our goal is to support candidates and organizations who have taken tangible steps to enhance equity and representation in Canada's non-profit sector.

How can my organization get involved?

To express your organization's interest in partnering with Rise on Boards+, kindly submit an application through this [form](#).

Our Board Directory will launch in January 2024. Once the directory platform is live, you will receive instructions on how to set up your account and complete the required onboarding. From here, you can create postings for board opportunities and connect with our board-ready candidates through the platform.

Are we guaranteed to find a candidate through Rise on Boards+?

We cannot guarantee that you will find a candidate for appointment by joining Rise on Boards+. However, you will find board-ready, qualified candidates, who are eager to join and effectively contribute on your board.

Does my organization get to make the final choice regarding a new board member?

Rise on Boards+ aims to connect your organization with a diverse pool of board-ready candidates while giving your board full autonomy in the recruitment and selection process. Your organization has the final say in choosing a new board member. However, we request that our team be informed of any candidates who join your board through our program. This helps us track the impact and success of our program and celebrate the achievements of our participants.