



Quiet Diversity: A New Catalyst for Board Success

<https://www.gri.co>
contact@gri.co





Letter From GRI President

The discussion on diversity is a topic that boards of directors are familiar with. From a bit of diversity to plenty of it, boards have been challenged to reflect their company’s employee or client demographics. Recent circumstances have forced boards to diversify beyond the visible dimensions of race and gender. As a result, companies have learned they can significantly benefit from diversity.

You will experience the discussion from a GRI panel event held during our annual Summit. The panelists are all experienced directors on private and public boards, some serving on multiple boards. The panel was moderated by Chris Shipley, who is on GRI’s advisory board. She kept the definition of “quiet diversity” open, occasionally adding GRI’s contribution to the discussion unbiasedly. This format allowed panelists to share their deep experiences on boards while opening up for creative thinking on the multiple facets of diversity and making practical recommendations for both boards and current or aspiring board members.

We found quiet diversity invaluable for improving how we need to re-think and act as teams to perform better. It challenges us to be better informed about our silent, often-hidden talents, beyond stereotypes and snap judgments, that can benefit all. The board of directors, where strategic decisions are made, is the best place to start to discuss this form of diversity.

Our approach to creating this white paper began with a verbatim transcription of the discussion, followed by coding and grouping themes and editing for readability. The creative process was a wonderful, insightful experience for everyone working on it. I hope you will enjoy reading, learning, and taking advantage of this promising form of diversity.

– **Frederic Lucas-Conwell**

Founder and President

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To read the full document, [click here](#)