

## AICD Conference

- Christchurch New Zealand -

### Forum “C”

- Boardroom Diversity

- an interview with Stephen, Stephanie and  
Tipene

## Panellists

Interviewer/MC	-	Anthea Grace (AICD Senior Policy Executive)
Stephen Smith	-	an Australian male director stereotypical of a lifetime where women and people of diverse ethnic backgrounds did not feature significantly in business life
Stephanie Smith	-	a contemporary mature, able, professional woman with ambition to succeed as a non-executive director, but carrying the burden of the challenges facing women in business
Tipene Smith	-	an able and accomplished Maori male seeking to make his contribution to the NZ corporate/business scene despite certain social challenges.

## Question 1

The promotion of diversity has the potential to undermine Board collegiality and consensus decision making.

- A. Strongly agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly disagree

## Question 2

Regulatory quotas should be mandated to assure reasonable representation of women on ASX public listed companies and government boards.

- A. Strongly agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly disagree

### Question 3

“Diversity is a value in itself ... It creates wealth”  
(Ansgar Gabrielson, the Norwegian businessman who introduced the legislative mandate for 40% female quota on Norwegian public boards)

- A. Strongly agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly disagree

## Question 4

“Better representation of woman [on boards] is only a means to an end, not an end in itself”

(Jane Allen – Principal of Egon Zehnder International)

- A. Strongly agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly disagree

## Question 5

The diversity debate needs expanding beyond gender to include broader aspects of diversity, including skill base, age, culture and viewpoint.

- A. Strongly agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly disagree

## Question 6

“Companies that are inclusive and have different points of view will perform better for shareholders”  
(Maggie Wilderotter, director of Yahoo and AT & T)

- A. Strongly agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly disagree