

Nominating Committee Report to the Annual Members Meeting

June 20, 2021

The Nominating Committee was appointed by the Board on April 28, 2021 and is composed of the following members of the Council of Canadians:

Morna Ballantyne
Diwa Marcelino, Chair

The Council of Canadians' 16-member Board is composed of 12 Directors-at-Large elected by the membership and four Regional Directors elected by Chapter members in each of the four regions of the Council. The term of a Board member is two years with a limit of three consecutive terms (effective 2021).

The Council's commitment to values of diversity and inclusion mandate that the Nominating Committee endeavour to ensure that Board candidates are reflective of the makeup of Canadian society and reflect the vision, mission and values of the Council.

Alongside equity considerations, Board members should have a demonstrated experience in issues relevant to the Council's values, vision and mandate, especially within membership-based social movements and organizations whose aims intersect or overlap with those of the Council's. In addition, Board management skills would be an asset.

The Nominating Committee authorized a Call for Nominations to chapters and members of the Council of Canadians on May 15, 2021 inviting candidates to submit their interest in becoming a member-at-large of the Council's Board of Directors.

The Nominating Committee reviewed each candidate's application to ensure they met the qualifications for office and is pleased to report that (5) candidates expressing interest in serving the Council of Canadians have met the requirements set forth in section 5.03 of the organization's by-laws.

2021 Nominating Committee Recommendations

The Nominating Committee's main task is to recruit diverse and experienced candidates and vet them for their eligibility. However, the time between the committee's creation (April 28, 2021) and the deadline to circulate candidates' information packages to Council members (May 28, 2021) provided only 30 days to complete this process.

In its report to the Annual Meeting of Members (AMM) on June 23, 2020, the 2020 Nominating Committee also noted the short timeframe between the creation of the committee and its constitutional obligation to present eligible candidates to the members 21 days prior to the AMM. The report noted that the period of time was insufficient to carry out a meaningful outreach strategy to recruit individuals.

Informed by the experiences of our committee and those of the previous nominating committee, we recommend that the Board of Directors establish a standing Nominating Committee so that the work of searching for candidates can begin in a timely way. The Board agreed with this recommendation at its meeting on May 31, 2021.

Our committee also reviewed the resolution, "The Council and Systemic Racism," which was adopted August 20, 2020. One of the key commitments set out in the resolution is to ensure the "continuous recruitment of and engagement with Indigenous Peoples, Black people and people of Colour to our staff, Board, membership and chapters." Therefore the Nominating Committee also recommends that all by-laws, policies and practices related to the recruitment process, vetting and elections of board candidates be reviewed by the standing Nominating Committee to identify any barriers to achieving this directive. This is also aligned with the 2020 Nominating Committee's "Recommendation #1" which tasks the Board to examine all policies and procedures within our organizational structure with the objective of eliminating barriers to the full participation of equity seeking groups.

As stated in the Acclamation Notice, given there are eight seats and five candidates, the five individuals are acclaimed to the board for two years. Per Council by-laws the three vacant seats will be referred to the incoming Board of Directors to fill.

The Nominating Committee thanks staff members Jeannette Muhongayire, Governance and Admin Officer and Christina Warner, Interim Co-Executive Director and Director of Campaigns and Organizing for their support of the Committee's work.

2021 Nominating Committee Report

Appendix

Extract from the By-Laws
Call for Nominations - May 15, 2021
Acclamation Notice - June 10, 2021

Extract from the By-Laws of the Council of Canadians (effective June 2020)

Section 9 COMMITTEES

9.03 Nominating Committee

Notwithstanding by-law 9.01:

- 1) Nominating Committee Appointment and Composition
 - a) The board shall appoint a nominating committee in advance of every annual meeting of members.
 - b) The nominating committee shall have up to five (5) members, including at least one (1) board member who shall not be a candidate for the board.
 - c) Consistent with the Council's commitment to diversity and inclusion, the board shall endeavor to ensure that the nominating committee is representative of diversity, including equity-seeking groups, and reflects the vision, mission and values of the Council.
- 2) Nominating Committee Mandate
 - a) The nominating committee shall promote, receive and assess nominations for and from members to stand for election to director-at-large positions on the board, and will ensure that all eligible candidates are afforded the same opportunities to be considered.
 - d) Consistent with the Council's commitment to diversity and inclusion, the nominating committee shall endeavor to ensure that the final list of candidates assessed to stand for election to the board shall be diverse and reflect the vision, mission and values of the Council. This may include identification by the nominating committee of potential candidates.
 - e) The nominating committee shall ensure that all eligible candidates are afforded the same opportunities to be considered for election to the board by the members. This will include a nominating committee report with a list of eligible candidates which shall be circulated to all members at least 21 days in advance of the elections. The report will include the nominating committee's confirmation of eligibility and assessment of each candidate.

Section 5 DIRECTORS

5.07 Board Vacancies and Appointment

(1) If a regional representative director position becomes vacant for any reason on the board, the vacancy shall be filled by a by-election within the applicable region.

(2) A regional representative director position is deemed vacant if that director discontinues their membership in a chapter or if their chapter becomes inactive. (Also see 5.03 (1)(d))

(3) If a director at large position becomes vacant for any reason or the maximum number of directors are not elected by the members, the sitting directors may appoint director(s) to fill such vacancy by majority vote.

a) Directors appointed in this manner shall serve until the next annual meeting of the members.

b) The board may only be composed of up to one-third (1/3) of the directors appointed in this manner at any time.