

Report to the Annual Members Meeting

June 23, 2020.

At its Special Members Meeting held March 15, 2020 the Council of Canadians adopted a recommendation that amended the by-laws around board elections, including a new mandate and process for Nominating Committees responsible for bringing forward candidates for the National board member-at-large positions.

This Report is the first prepared by a Nominating Committee operating under these new by-laws and processes flowing from recommendations of the Good Governance Task Force.

The Nominating Committee was appointed by the Board on April 29, 2020 and is composed of the following members of the Council of Canadians:

Joe Mihevc, Board of Directors
Carol Ferguson, North Shore Chapter, Nova Scotia
Carol Wall Council of Canadians Member

The Council of Canadians is governed by a 16 member volunteer Board of Directors. Twelve of the directors are directors-at-large elected by the membership at the Annual Member Meeting. Four directors are regional representatives elected directly by the Chapters in each region. At the Annual Member Meeting June 28, 2020, elections will be held for five director-at-large positions; four of the positions are for two-year terms and one position is for a one year term.

The Council's by-laws commit the Nominating Committee to strengthen diversity and inclusion on the Board by enhancing representation of individuals from equity seeking groups. 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 endeavours to provide a respectful, transparent and fair nomination and election process. The Committee authorized circulation of a Call for Nominations to chapters and members of the Council of Canadians on May 11, 2020 inviting candidates to submit their interest in becoming a member-at-large of the Council's Board of Directors.

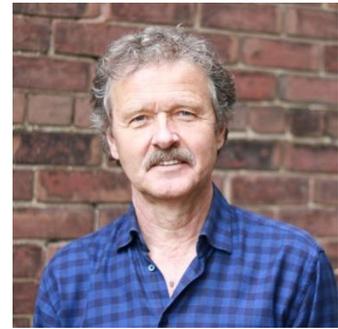
The Nominating Committee has reviewed each of the candidate's applications to ensure they met the qualifications for office.

The Nominating Committee is pleased to report that six (6) candidates expressing interest in serving the Council of Canadians have met those requirements. Profiles of the candidates are provided here:

Profiles and pictures of candidates:

John Cartwright

It is a great honour to be nominated for the Board of Directors of the Council of Canadians. I have been an active supporter of the Council since its inception and I believe that we have a crucial role to play in the politics of our country. As someone who has spent my entire adult life fighting for economic and social justice, I know that the Council reflect the best of Canadian values. We have come together after a difficult period as an organization, and are focused on the real challenges facing people across this country. There is no doubt that a vibrant, healthy Council of Canadians is essential to the struggle for a decent and sustainable world.



The health and economic impact of COVID-19 is unprecedented. We have no idea how long entire sectors of the economy will be shut down or severely diminished. The federal government has responded with measures that have averted some of the worst possible outcomes, but right-wing Premiers in nearly every province are angling to impose their agenda. Stephen Harper and Jason Kenney are leading the charge to introduce “shock doctrine” solutions to the politics of Canada, and we know that the politics of division will be part of their arsenal. As the country’s largest civil society organization, we must work with allies to provide a narrative that inspires Canadians to see a different option than more “structural adjustment” fuelled by corporate greed.

We must also reach out to inspire people from all walks of life who are seeing the consequences of corporate domination, including the tragic failure of our long-term care system. There is a renewed understanding that the phrase “we’re all in this together” means exactly the opposite of “let the market decide”. People are seeing the need for a strong foundation of public services that support every community, and want to know that politicians will be held accountable for their decisions – past and future.

I am dedicated to helping rebuild the strength of our Council in every region, and grow the Council’s presence in communities large and small. I know we can better support the work of existing chapters and build new ones; co-ordinate with our many allies in popular movements; and continue to build respectful relations with Indigenous people across Canada. I know from my own experience that we can also engage Canada’s many diverse communities in our work and our growth.

It would be a privilege to continue on the Board of the Council of Canadians as we undertake this journey for a more just world. We will make the path by walking together.

In Solidarity,

John Cartwright

Justine de Jaegher

I became involved with the Council of Canadians through my involvement with Canadian student organizing. I moved to Ottawa from Winnipeg in 2012 to pursue my Master's in Public Administration at Carleton University and quickly became involved in my students' union and labour union (CUPE 4600) as a teaching assistant. Where I had been previously been involved almost exclusively with partisan political campaign organizing, I soon learned about social movement organizing and the power that could be wielded by passionate, hard-working people fighting for social justice. As my involvement in movement organizing was beginning to grow, I also came out as a lesbian and learned more about the history of not just student and labour activism, but activism within the 2SLGBTQ* community – and most importantly, the historical and present solidarity between these movements.



Following my graduation from Carleton, I worked for both student and labour unions and ultimately served as national Campaigns Coordinator and then Executive Director for the Canadian Federation of Students. This was a position I held until this January when I took the position of Education Officer at the Canadian Association of University Teachers. I am extremely passionate about advocacy in the post-secondary sector, but even more, how this advocacy can be linked with demands around the environment and climate change, racial justice, reconciliation, access to affordable child care, the right to a living wage and freedom from domestic violence, among many other issues. These issues do not operate in silos and our organizing work ought not to either. I have enjoyed working with brilliant activists across the country on a number of these issues over the last several years.

I witnessed the true power of coalition-based organizing when the Council of Canadians and the Canadian Federation of Students jointly challenged the federal Conservative government's so-called Fair Elections Act, a voter suppression act which had disproportionate impacts on students, youth, and the homeless. Through our joint work, we were successful in seeing the voter suppression elements of this act repealed in 2018 – a major victory for our democracy.

I am a young worker and proud member of the Council of Canadians that wants to witness it thrive over the decades to come. While in my last couple of years at the Canadian Federation of Students I was often among the older people in the room, in Council of Canadians spaces I am often the youngest. I hope to contribute to a greater culture of intergenerational dialogue on activism and organizing that I think is desperately needed to achieve the kinds of victories we need to see for working people and for our planet. It is clear to me that the Council of Canadians has the potential to bring many different people and movements together in the pursuit of a more just society in which all are cared for and we ensure a liveable planet for generations to come.

It would be my honour to continue to serve on the Board of the Directors for the Council of Canadians.

Joey Hartman

Since first being elected to the Council's national board I have been diligent in my efforts to assist the Council through a difficult period of internal conflict and external challenges. I am very committed to transparent, reliable and strategic leadership which supports a collaborative work to support and advances the Council's goals.



I offer 40 years of experience as an activist and a leader in the labour movement and social justice work. My approach is collaborative and solutions based, and I believe outcomes are stronger as a result of inclusivity and diversity within a clear framework for decisions.

The opportunity as the convenor and board liaison for the Council's Good Governance Task force is a good example of my approach and its results, with 33 comprehensive recommendations for by-law amendments and policy changes being developed over the course of 4 months, and all 33 being adopted at the March 2020 Special Meeting.

Diwa Marcelino

I am honoured to be nominated to the Board of Directors of the Council of Canadians.

Through my volunteer work as an organizer for Migrante, national committee member for United for Mining Justice, steering committee member for KAIROS and several other organizations, I have worked at the grassroots level to promote migrant and indigenous rights, and support ecological and social justice initiatives.



This pandemic has brought to light the gross inequities that vulnerable populations and workers in agriculture, health care and service sectors have faced in our society.

We are at a critical juncture in history wherein we can either maintain the status quo or we can collectively mobilize together to challenge and enact real social change.

The Council of Canadians is uniquely positioned to be at the helm of this change and global movement because of its vast network and commitment of its members, creating a powerful voice for social and environmental justice.

I would be humbled to be a part of this transformative movement and to contribute my experiences to the campaigns and initiatives of the Council. I would commit to working in solidarity with the other Indigenous, labour, environmentalist, student and human rights activists to fight for economic and social justice, to protect and expand the rights of all who call this country home.

I believe the collective action we take in the coming weeks, months and years will shape the next few decades.

I believe another world is possible.

Let us continue to dream and work towards it!

In solidarity

Julian Riddell

I am a lawyer and grassroots activist advocating for environmental justice, migrant justice and Indigenous sovereignty. I have an undergraduate degree in Indigenous Environmental Studies, and a law degree from the University of British Columbia with specialization in environmental law, Indigenous rights and social justice law. I am a long-time supporter of the Council of Canadians – I remember reading the organization's newsletters as a child and learning about the fight against privatization and free trade. The Council of Canadians chapter in my hometown of Peterborough Ontario had a significant impact on my life. When I was a young activist, they taught me what it looks like to organize for the long haul. The work of the Council is vital to social and economic justice in this country and I would be proud to be able to join the Board and support its work into the future. My legal practice at Woodward and Company involves supporting Indigenous struggles for protection of land and water rights, including the Cowichan Nation and the Wet'suwet'en Hereditary Chiefs. I am also involved in organizing among the social justice legal community to support movements and grassroots efforts, as co-founder of the Law Union of BC and Terminal City Legal Collective.



I am committed to intersectional movement building and have been active in organizing for the past decade in support of fossil fuel divestment, against tar sands pipelines, and in solidarity with migrant detainees in calling for an end to their incarceration (with collectives and organizations such as No One is Illegal, End Immigration Detention Network, Terminal City Legal Collective, and Sacred Fire Network, to name a few). I have also served as a community garden coordinator, engaging youth in community-based activism for food justice while learning to grow their own food. In doing this work, I often worked alongside dedicated Council chapter members and staff.

As a board member I would bring my skills as a lawyer and campaigner to support organizational policy development, good governance practices, and the Council's overall work and vision.

My LinkedIn page contains further information about my employment history, education and skills.

Nimmi Takkar

I am seeking a seat to serve as a board member for the Council of Canadians because I am inspired by the past success and vibrant history of the organization, and because I think the future is bright. The Council is poised to create transformative change at the national level, by mobilizing through each chapter and other forms of organizing. In order to accomplish this, I believe the organization must grow and bring in some new and fresh faces and ideas. I am a multilingual professional with a successful track record of excellent governance and strong political acumen. As a young, racialized woman born and raised in Mackenzie BC, and currently living in Vancouver, I bring a unique perspective to the board. I have dedicated my career to helping create change in the world whether through paid or volunteer positions. My work experience has included campaigns and initiatives to ban bottled water from campuses, The No Tankers Campaign, Banning big money out BC politics. I also bring a strong understanding of board governance and bring 3 years of experience serving as the staff liaison officer. I understand the importance of relying on expert staff advice and ensuring that the decisions made are reflective of the membership of the organization. I am strategically aware, and results driven, and I am passionate about my work.



The five (5) candidates to be elected at the Annual Member Meeting on June 28, 2020 will join the following Directors and form the Council of Canadians Board for 2020-2021:

Board of Directors 2020-2021(previously elected):

Lynn Armstrong - Pacific Regional Chapter Representative
Morna Ballantyne - Director-at-Large
Ron East - Ontario-Quebec-Nunavut Regional Chapter Representative
Nita Grass - Director-at-Large
David Condon - Prairies-North West Territories Regional Chapter Representative
Marilyn Keddy - Atlantic Regional Chapter Representative
Laila Malik - Director-at-Large
Joe Mihevc - Director-at-Large
Navjeet Sidhu - Director-at-Large
Dee Dee Slye - Director-at-Large

The Nominating Committee wishes to thank staff members Christina Warner, Interim Co-Executive Director and Director of Campaigns and Organizing, Ravi Joshi, Interim Co-Executive Director and Director of Communications, Kathie Cloutier, Executive Assistant and Mohamed Amano. IT Administrator for their support of the Committee's work.

Future Considerations for the Board

The Nominating Committee was guided in its deliberations, decisions and processes by the letter and spirit of the of the Good Governance Task Force Report's 33 interconnected recommendations recently adopted by the membership. Of particular relevance to the Committee's work were the following recommendations:

Recommendation #13, “Replace slate with a report that presents all eligible candidates for a vote by the membership”;

Recommendation #20, “Amend to clarify mandate not to propose a slate but to set up a transparent nominations and vetting process. The Nominating Committee to be appointed prior to each election. Committee mandated by by-laws to include recruitment of candidates to enhance diversity, inclusion and the representation of equity-seeking groups.”; and

Recommendation #27, “That the Board develop a policy to frame the process to select the Nominating Committee. Note that if elections are ever conducted in advance of the AMM, then all other processes need to occur earlier, including candidate information to members no less than 21 days prior to the vote opening.”

A strong aspirational foundational goal underlining the Nominating Committee’s processes was to identify equity seeking candidates to ensure that the Board is reflective of the diversity of Canada. The Committee recognizes this is a transformative time for the Council of Canadians as we strengthen the Council with greater inclusion and enhance coalition building.

One thing that has become abundantly clear during the COVID crisis and made even more acute by the recent incidents of police brutality and systemic racism, specifically anti-black racism, that thrust themselves violently into our consciousness in recent days, is that the pre-crisis normal while it was a pretty comfortable time for straight, white middle, upper middle and wealthy people, was not great for a lot of other people in a multitude of ways, especially those on the margins. This now presents an opening for the Council of Canadians to seek out coalition partners that connect the dots between the need for social, racial, economic and climate justice and ensure a multiracial approach to the work. This is heightened as we should expect that governments at all levels will return to their usual playbook of even more austerity for the most marginal groups amongst us, as well as use a scarcity of resources to divide and conquer movements and citizens.

The Nominating Committee was very pleased with the diversity, skills and qualifications of the candidates that applied, but the Committee cannot take credit for this result. Despite aspirations to do otherwise, the Committee was not able to develop a meaningful process to recruit or assess individual candidates for the Council’s diversity and inclusion goals but strongly recommends the Board work with future Nominating Committees to achieve this.

One practical consideration was simply a very short timeframe. The Nominating Committee was appointed on April 29, 2020 with constitutional obligations to present eligible candidates to the membership on or before June 5, 2020 (21 days prior to the vote to be held at the Annual Member Meeting on June 28, 2020). Five weeks was not enough time to carry out an outreach strategy to recruit individuals from equity seeking groups or develop meaningful assessment tools for diversity and inclusion.

A second challenge is the requirement that eligible candidates for election to the Board must be members in good standing and be endorsed by five (5) members in good standing. This was complicated this year by the one time membership renewal on June 4, 2020 as the Council moved to an individual, one membership category. Going forward, the Committee would like to flag for the Board questions around privacy and access to membership lists. If the Nominating Committee is to recruit individual members of equity-seeking groups as candidates, then

membership information held by the Council and what privacy concerns must be addressed if the Committee is to make use of it in future.

The Committee did develop a template for candidate application that contains a self-identity section for equity-seeking groups.

Recommendations/Motions

The Nominating Committee having the experience of the first elections without a slate, since the changes adopted by the Members from the Good Governance Task Force Report, offer the following recommendation.

Recommendation #1: Systemic change requires a thorough examination of all policies and procedures to eliminate barriers and take proactive measures. Aspirational goals are a starting point; however, the Nominating Committee recommends a deeper, meaningful conversation take place at the Board level to create a deliberate plan to address inequities within the organizational structure that are barriers to full participation with a focus on equity seeking groups. Taking a snapshot of the current board, determining what gaps exist, what goals need to be set and the pro-active measures such as outreach that will be required. The Board should also discuss and debate the pros and cons of various methods of outreach, such as word of mouth, targeting specific equity seeking groups to promote and encourage membership and participation in the Council, etc.

In addition, the discussion should take a holistic view which includes the work of the Chapters Task Force as well as the Strategic Plan being developed internally to ensure the work being done is integral to the overall health and success of the Council.

Motions

We are submitting two motions for the Membership to vote on:

The first is designed to enhance the nomination process, reach the aspirational goal of having an ongoing diversity of candidates put their names forward as well as create a pool of qualified candidates that could serve in the event of a Board member stepping down.

The second motion applies to the candidates for the Board for this election. Given that there are six candidates, each with exceptional qualifications and backgrounds, for five positions, the Nominating Committee is recommending that the candidate that places 6th in the voting be invited to be a board alternate to fill any vacancy that may occur between this and next year's Annual Members Meeting.

Motion#1:

Be it resolved that the Board of the Council of Canadians refine the process for selecting members to the Board on a go forward basis, taking into account the learnings from this year's

process, and thus develop the board selection policy to assist future Nominations Committees and Boards.

Motion #2:

Be it resolved that the candidate with the 6th most votes be invited to serve a board alternate, and that the board alternate fill in any vacancy that might occur between the 2020 and the 2021 AMMs.

2020 Nominating Committee Report

Appendix

Extracts from the By-Laws

Call for Nominations - May 11, 2020

Notice of Annual Member Meeting - June 5, 2020

Notice of Candidates Online Forum - June 11, 2020

Extract from the By-Laws of the Council of Canadians Effective March 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.

19 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.
- b) 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.
- c) 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.

Call for Nominations - May 11, 2020

The Council of Canadians is inviting candidates to serve on its Board of Directors. Any Council of Canadians member in good standing is eligible and welcome to apply. Members from equity seeking groups are strongly encouraged to apply. Increased equity, inclusion and diversity is central to the Council of Canadians' ongoing renewal as a member-based, movement-driven, progressive, national organization.

The process for filling positions on the Board will follow the recently adopted recommendations of the Council's Good Governance Task Force. [Click here to see the recommendations.](#) This includes oversight of the Nominating Committee's procedures, through to the election of new Board members at the Council of Canadians' Annual Members Meeting, which takes place June 26-28, 2020. All members will have the opportunity to cast their votes for four Directors-at-Large.

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). Staggered elections ensure both continuity and change in the Board.

At the Annual Members Meeting June 26-28, 2020, members in good standing of the Council of Canadians will elect four (4) members to serve as Directors-at-Large on the Board. 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.

To ensure that all eligible candidates are afforded the same opportunity to be presented to the membership, the Nominating Committee will circulate information supplied by each of them to all members of the Council of Canadians on June 5, 2020. All eligible candidates will be invited to participate in an online Candidate Forum, which will be held on June 14, 2020.

How to apply

All candidates must complete and submit this [Nomination Form](#) and email it to boardcandidate@canadians.org no later than midnight Pacific Time, May 31, 2020.

Process and timeline

- May 31 – Deadline for nominations using the [Nomination Form](#).
- June 5 – Candidates' Information Packages will be circulated to Council of Canadians members.

- June 14 – online Candidate Forum.
- June 26-28 – Voting at Annual Members Meeting.

Questions and further information

Email the nomination form or questions to the Council of Canadians' Nominating Committee 2020 at boardcandidate@canadians.org.

Thank you for your interest and involvement.

Sincerely,

Carol Ferguson
Joe Mihevc
Carol Wall
The Council of Canadians' 2020 Nominating Committee

Notice of Annual Member Meeting - June 5, 2020

Thank you for joining us as a member of the Council of Canadians! You are receiving this email as official notice of the 2020 Annual Meeting of Members, and confirmation of your eligibility to join and vote in that meeting.

As an eligible voting member, you are invited to attend the Council's virtual Annual Meeting of Members (AMM) on Sunday, June 28 from noon to 5:30 p.m. ET. **You must register by June 24 to attend**, as only those who register will receive log-in information for the meeting. [See the agenda.](#)

We will be using Zoom to host the meeting. You will need speakers to hear us. A speaker's list will be kept according to the [Rules of Order and Conduct](#). Zoom is free to use and easy to download. You can test your speakers and connection [here now](#).

At the AMM, members from coast-to-coast-to-coast will come together to help shape the leadership and activism of the organization. See the [official meeting notice](#).

Members will elect four (4) members to serve as Directors-at-Large on the Board. [Learn more about the people who are running in their candidate profiles](#). We will hold an online candidate forum on June 14 so you can hear directly from candidates about what they hope to contribute to the Council's Board of Directors. Stay tuned for details!

Here are additional documents for the meeting. Please review them before the meeting. Members will discuss and vote on each one:

- [Rules of Order and Conduct](#)
- [Resolutions and Proposals](#)
- [Chapter Task Force](#)
- [Financial Statements 2019](#)
- [Annual Members Meeting Minutes 2019](#)

- [Special Members Meeting Minutes 2020](#)

If you have any questions about the AMM please email us at inquiries@canadians.org, or call us toll-free at 1-800-387-7177.

Don't forget to register by June 24. We look forward to seeing you (virtually) on June 28!

Notice of Candidates Online Forum - June 11, 2020

The Council of Canadians will be holding its Annual Meeting of Members online on Sunday, June 28 from noon to 5:30 p.m. EDT.

At the meeting, Council members in good standing will elect five (5) members to serve as Directors-at-large on the Board. The Nominations Committee has confirmed the successful nomination of six candidates for the positions including John Cartwright, Justine De Jaegher, Joey Hartman, Diwa Marcelino, Julian Riddell and Nimmi Takkar. [Read their candidate profiles.](#)

You can hear directly from candidates during an online candidates' forum on Sunday, June 14 at 7:00 p.m. EDT. Via Zoom

Join the forum using this Zoom link:

<https://zoom.us/j/93379893081?pwd=RGtYWmE5SXIsTFdhZVAxU3hLUWc4dz09>

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 normally two years with a limit of three consecutive terms (effective 2021). One of the five open positions elected this year will be a one-year term. Staggered elections ensure both continuity and change in the Board.

In addition to the five open at-large Board positions, on June 4, Council chapters held elections for Regional Directors. Chapters unanimously supported the election of David Condon to represent the Prairies-Northwest Territories region and Marilyn Keddy to represent in the Atlantic region.

Good luck to all candidates!