

Policy Title: Board Recruitment Policy and Process

Policy Number: PT-1-18

Board Recruitment Policy and Process		
1.	Purpose	The purpose of this document is to establish a policy and set out a standard process for recruitment and identification of potential candidates to join the Board of Directors of Pride Toronto.
2.	Scope	This policy and process is to be used for ongoing recruitment of Board Members in order to always have diverse representation and a full complement of Board Members.
3.	Board Composition	<p>All potential candidates and recruitment initiatives for the Board of Pride Toronto should be considered in the context of the needs of the organization, including the need for diverse community representation on the Board of Pride Toronto.</p> <p>In order to be effective and productive, members of the Board should reflect diverse skill sets and experiences in order to meet the needs of a complex organization and diverse stakeholders. Some skills/experiences key to the continued effectiveness of the Pride Toronto Board include, but are not limited to:</p> <ul style="list-style-type: none"> ● Strategic Planning ● Stakeholder Management and Community Engagement ● Arts & Culture Management ● Communication and Public/Government Relations ● Legal / Governance ● Accounting / Financial Management ● Human Resources Management ● Experience with the LGBTTIQ2SA* communities <p>The Board of Pride Toronto will strive to reflect the diversity of Pride Toronto’s stakeholders, including Toronto’s LGBTTIQ2SA* communities. This includes a balance of genders, gender identities, and gender expressions, in addition to other considerations of diversity such as racial, ethnic, and cultural backgrounds, ability, and socio-economic class or status.</p>
4.	Process for selecting candidates	<p>4.1 Advertisement of Available Positions on the Board</p> <p>Pride Toronto will post advertisements in a variety of appropriate media,</p>

	<p>to stand for election or to be appointed to fill a vacancy on the Board</p>	<p>including Pride Toronto’s website, social media platforms, and forums used for recruiting board members for not-for-profit and charity boards. Candidates will be required to submit a current copy of their résumé to the Board Recruitment & Development Committee (BRDC).</p> <p>4.2 Initial Screening of Applicants</p> <p>The BRDC will review written applications to identify suitable candidates to be interviewed. When suitable candidates are identified, the Chair of the BRDC will schedule in-person interviews with a panel of the BRDC to assess their suitability for a Board position based on their skills, experience and qualifications specified in the skills matrix and by using the Pride Toronto Board Director job description. Once candidates have been interviewed, the BRDC will assess the applications and make recommendations to the Board as to which candidates should be put forward to stand for election or appointed to fill a vacancy.</p> <p>4.3 Board Approval</p> <p>The Board will make the final determination on which candidates are approved to be put forward to stand for election or to be appointed to fill a vacancy.</p>
<p>5.</p>	<p>Current Board members standing for re-election</p>	<p>Eligible Board Members must submit their intention to stand for re-election in writing to the BRDC no later than 60 days before the Membership meeting during which an election will be held. An eligible Board Member who has complied with this requirement is not required to participate in the selection process described in Sections 4.1 and 4.2 above.</p>
<p>6.</p>	<p>Candidates not put forward to stand for election</p>	<p>All candidates who are not selected to be put forward for election will be notified in a timely manner. This includes those individuals interviewed by the Board and those who were not selected for an interview. A person who applied for a Board position but was not put forward by the Board to stand for election may have their name added to the approved ballot if they provide, in writing, the support of at least 10 other members of Pride Toronto. Such written evidence of support must be submitted to the Secretary of the Board, or their delegate, at least 48 hours in advance of the Membership Meeting where the election will be held.</p>
<p>7.</p>	<p>Election system</p>	<p>The Board may set the manner and method for election of nominees. Such manner and method shall be disclosed in a notice provided to members prior to a Membership Meeting at which Directors are to be elected.</p>