

Appendix 5. Board Recruitment and Planning

Qualifications:

- Commitment to Laidlaw Foundation's' Mission, Vision and Values and an appreciation of youth leadership
- Demonstrated commitment to diversity, equity, inclusion, and belonging
- Demonstrated knowledge of, and commitment to, anti-oppression theory and principles
- Knowledge of trust-based and participatory philanthropy
- Familiarity with the Foundation's strategic focus of justice, education and child welfare
- Personal time commitment to perform the responsibilities of a Board Member
- Strong communication and collaborative skills
- Preference will be given to individuals with previous Laidlaw Foundation experience as a Committee Member, Advisor or Grantee
- Non-profit board experience is an asset

The Board values diversity and strives to reflect the communities we serve in Ontario. One of the governance values of the Foundation is to balance gender, race, ethnicity, diversity, age and lived experience in its recruitment process. Preference will be given to candidates that are Indigenous, Black and from racialized communities.

To be considered for nomination candidates must:

- Send a résumé or CV, and
- completed Board of Directors Candidate Application form (see below)
- to jaliweiwi@laidlawfdn.org
- by January 26, 2021.

The Recruitment Committee will make selections and recommendations to the Board of Directors for membership in May 2022 in advance of the annual general meeting.

For more information please contact:

Jehad Aliweiwi - Executive Director

416.964.3614 ext. 304

jaliweiwi@laidlawfdn.org

Appendix 5. Board Recruitment and Planning

Board of Directors Candidate Application

Name: _____
First M Last Preferred name

Pronouns:

Residence:

Address _____

Phone _____ E-mail _____

Employer:

Name _____

Your title _____

Address _____

Phone _____ E-mail _____

Type of business or organization _____

Primary service(s) and area/population served _____

Preferred method of contact () Work () Residence

Optional (circle all that apply):

- Youth (18-24)
- Indigenous (First Nations, Métis and Inuit)
- Black/of African descent
- Person with Disability
- Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Pansexual, Two-spirit (2S), and Asexual
- Racialized Minority
- Woman

Please list boards and committees that you serve on, or have served on (business, civic, community, fraternal, political, professional, recreational, religious, social).

Organization	Role/Title	Dates of Service

Appendix 5. Board Recruitment and Planning

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Why do you believe it is important for the Laidlaw Foundation to invest in innovative ideas and to advocate for change in support of young people being healthy, creative and fully engaged citizens?

What professional, volunteer or lived experience would you bring to the Foundations as a Board Member?

Why are you interested in volunteering on the Board of the Laidlaw Foundation?

Skills and experience: Rate yourself on each of the following areas of skill.

High = 3, Med = 2, Low = 1, NA = 0

Skill Area	NA = limited knowledge and no experience	2 = knowledgeable / no experience	3 = knowledgeable / some experience	4 = knowledgeable / significant experience
<i>Indigenous Engagement Experience</i> – connections to Indigenous People and communities, and experience working with Indigenous youth				
<i>Financial & Audit</i> - Experience in accounting and finance to analyze statements, assess financial viability, contribute to financial planning, oversee budgets, and provide accountability and				

Appendix 5. Board Recruitment and Planning

oversight.				
<p>Governance and Strategy Development - Ability to identify and critically assess strategic opportunities, long – term planning, priorities and strategic objectives.</p> <p>Understanding of roles and responsibilities of volunteer Board members.</p>				
<p>Impact Investing – knowledge of the emerging field of mission-related investments. Ability to provide insights and assessment on viable investment options and opportunities.</p>				
<p>Risk & Compliance - Identify key risks to the organisation related to each key area of operations. Ability to monitor risk and compliance and knowledge of legal and regulatory requirements.</p>				
<p>Lived-Experience – Understanding of experiences and reflecting the voices of young people in various areas including justice, education and care.</p>				
<p>Lived-Experience - Personal identification with and lived-experience as youth in the areas of justice, education and care.</p>				
<p>Youth: Ability to connect with young people from diverse backgrounds, experiences and challenges.</p>				
<p>Philanthropy and Grantmaking - Experience and knowledge in the role of foundations and philanthropy in furthering the public good and well-being of individuals and communities. Additional knowledge of trust based and participatory granting processes, decision-making, assessments and practices.</p>				

Appendix 5. Board Recruitment and Planning

REFERENCES

Reference #1

Name:

Relationship:

Phone:

Email:

Reference #2

Name:

Relationship:

Phone:

Email:

We thank all those who have submitted an application. However, only candidates selected for an interview will be contacted.