

**Resolution re: Board Diversity
(Approved by CWCF membership, 2008)**

Whereas

Bylaw No. 1 has been amended to expand the CWCF Board to seven Directors

And, whereas

It continues to be important to have a Board of Directors that represents all of Canada's major regions

And, whereas

At the present time, our Board does not adequately mirror diversity across the divides of ethnicity, race, youth, gender and other characteristics, and for this, we may be shortchanging ourselves in limiting our access to sources of entrepreneurial drive, innovation, growth, and expansion.

And, whereas

The Board has consulted with the CWCF's Diversity Committee

Therefore, be it resolved that CWCF adopt minimum preferred targets for various diversity criteria, taking into account that these criteria will be monitored and reviewed from time to time, as follows:

CWCF Board Diversity Grid:
Targets, and Status with Current Board

(Information on declared candidates is included; incumbent is removed from the “Current Board” row.)

	<u>Region</u>	<u>Gender</u>	<u>Coop Developer</u>	<u>“Cultural Community” and/or Immigrant/Refugee &/or Aboriginal</u>	<u>Languages Spoken</u> (FMT = French Mother Tongue)	<u>Enterprise Sector</u> (including white / blue / green collar, administrative, etc.)	<u>Youth</u>	<u>Rural/Urban</u>
TARGET:	5 Regions required: Atlantic, Quebec, Ontario, Prairies & BC (other two, at large)	3-4 Split Preferred	Maximum 3 Preferred	Minimum 2 preferred	Minimum 1 FMT, with 3 others fluent in French preferred	Minimum: 5 represented, with various different types of workers represented. Maximum of 2 from regional federations preferred	Minimum 2 of 30 years old & under preferred	Minimum of 2 rural preferred
CURRENT BOARD: Oct. 2017; note – incumbent Eric Tusz-King is re-offering, and there is one vacant at-large seat, with 2 candidates: Alexandre Banville and Chris Nichols.	In place. (Continues in place.)	3 F; 2 M (Candidates are male)	1 (The incumbent candidate is a co-op developer, but neither of the other candidates is.)	1 (No candidates have self-identified as from cultural community, or immigrant / refugee)	1 FMT; 0 others fluent in French. (Re: candidates : Alexandre is francophone with intermediate English; Chris is anglophone with intermediate French.)	1. Bike shop 2. Catering 3. Regional federation, also Micro-brewery 4. Environmental audits / sustainability planning, etc. 5. Urban landscaping (Incumbent candidate: Environmental consulting and co-op development Candidates: Alexandre: communications. Chris: sustainable furniture maker)	1 is youth. (Candidates: Alexandre is youth.)	One continuing director is rural; the others are urban. (Incumbent candidate is rural. Other 2 candidates are urban.)