

## Now recruiting for four new board members!

Thank you for taking the time to fill out this application. ASPECT works toward creating a board that is diverse in location, experience, thought, and representation. **The application deadline is Friday, January 19, 2024.**

For more information about the ASPECT Board, board position requirements, selection matrix, and a copy of the following questions, please go to the [ASPECT Board website](#).

Preferably, all board members should hold a senior leadership position within their organization, such as CEO/ED or Director of Employment Programs or equivalent. However, in the interest of justice, equity, diversity, and inclusion, this requirement is reviewed on a case-by-case basis.

Please take the time to answer the following questions. If you would prefer to work out your answers on paper before completing this online form, [please download a copy to print here](#).

### 1 Contact Information

First Name

Last Name

Employer Organization

Position Title

Address

City

Postal Code

Email

Telephone

### 2 GEOGRAPHIC: In what region(s) does your organization currently deliver services? Please check all that apply -- [more info](#)

a. Desired board criteria: reflect the geographic differences of the province.

- North Coast & Nechako
- Northeast
- Cariboo
- Thompson-Okanagan
- Kootenay
- Mainland/Southwest
- Vancouver Island/Coast

### 3 GOVERNANCE: What is your previous board governance experience? Please rate your intensity of understanding or experience.

a. Desired board criteria: ideally, the ASPECT board will have a diverse group of individuals bringing board experience to the table. Should an individual not have board experience, they may still be suitable; however, they would require initial orientation and training to support them in their role.

b. Defined by knowledge of, and experience with, policy setting, board planning, decision-making, and monitoring processes.

Range of Experience or Understanding

Board Experience

Board Leadership

Committee (Board or Council)

Corporate Leadership

Nonprofit

Private/Commercial

Public/Crown Corporation

We encourage you to elaborate and provide clarification or include other skills related to governance.

### 4 SPECIFIC KNOWLEDGE/SKILLS: What knowledge, skills, and/or training do you consider you may be able to contribute to ASPECT?

a. Desired board criteria: to understand the sector in which ASPECT members work.

b. Defined by direct experience working in the sector as an ASPECT member or significant knowledge gained through other involvement (policy development and implementation, academic study, government, etc.)

Range of Experience

Accounting/Financial Management

Advocacy

Capacity-Building

Community or Social Services

Community Organizing

Corporate/Business

Education/Training

Employment Sector Knowledge

Event Planning

Fundraising

Government, Legislation, or Legislative Process

Government Relations

Human Resources

Indigenous Cultural Competency

Justice, Equity, Diversity & Inclusion

Leadership & People Management

Legal

Marketing & Communications

Meeting Management

Policy Development

Program Delivery

Public Speaking/Outreach

Risk Assessment & Risk Management

Strategy, Planning & Implementation

Volunteer Engagement

We encourage you to elaborate and provide clarification on your top three answers above.

### 5 AREAS OF INFLUENCE: What community connections, partnerships, and affiliations are you involved in? Please check all that apply and add details to the comment box.

a. Desired board criteria: to enable the board to represent BC and the sector as a whole, to be able to advocate, know what is happening on the ground, to grow membership and recruit board members.

b. Defined by connections to the community, to the ministries and other funders, to clients, memberships in associations like a Chamber of Commerce, work history, partnerships (formal partnerships with other organizations – MOUs, etc.)

Range of Experience

Business & Industry

Community Development/Nonprofits

Ethnocultural communities

Government (civic, provincial, federal)

Media/Advertising

Please identify the organizations and committees to which you belong or have belonged.

### 6 KNOWLEDGE - FUNDING: What is your knowledge of funders and funding trends? Please choose an answer that describes your knowledge and then comment.

a. Desired board criteria: experience working with organizations that are publicly funded and have an understanding of how public policy affects the delivery of programs and services.

b. Defined by success in securing and maintaining public-sector funding.

- I don't feel I know all I could about this; it's an area for learning and development for me.
- I am comfortable with this and meet the level described in the definition.
- I am very knowledgeable in the area. (Please use the comment section to describe experience.)

We encourage you to elaborate and provide clarification.

### 7 KNOWLEDGE - TRENDS: Are you aware of trends and issues facing the sector? Please choose an answer that describes your knowledge and then comment.

a. Desired board criteria: advocacy role of the board, able to speak on behalf of the sector as a whole. Evidence-based, solution-focused advocacy.

b. Defined by a broad knowledge of the sector above and beyond individual agency experience.

- I don't feel I know all I could about this; it's an area for learning and development for me.
- I am comfortable with this and meet the level described in the definition.
- I am very knowledgeable in the area. (Please use the comment section to describe experience.)

Please comment if you wish to add to or clarify your answer above.

### 8 What is your organizational leadership & management experience? Please choose an answer that describes your knowledge and then comment.

a. Desired board criteria: strong understanding of organizational leadership and able to provide governance at a macro-level.

- I don't feel I know all I could about this; it's an area for learning and development for me.
- I am comfortable with this and meet the level described in the definition.
- I am very knowledgeable in the area. (Please use comment section to describe experience.)

Please comment if you wish to add to or clarify your answer above.

### 9 What service/program sectors for specialized populations experience do you have?

a. Desired board criteria: knowledge and experience with diverse populations within the sector.

- Youth  Indigenous
- Multicultural  Persons with Disabilities
- Women  Older Workers
- Corrections  Single Parents
- Labour  Persons Fleeing Violence
- Immigrant/Refugee  None of the above

### 10 Please summarize the reasons for your interest in joining the board of ASPECT:

### 11 Are you employed by, or an owner of, an ASPECT member organization?

a. Desired board criteria: consistent with policy that a majority of board members are drawn from ASPECT member organizations.

- Yes
- No
- Not sure

### 12 Is your organization nonprofit or private?

a. Reflects the proportions of ASPECT membership

- Nonprofit
- Private
- Institutional

### 13 ASPECT is committed to a diverse, inclusive, and equitable environment where all board members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

We respect the value that diverse life experiences bring strength to our board and leadership, and we strive to listen to their views and give them value. If you wish to self-identify as a member of an underrepresented group, please do so; however, this is not a requirement of your board application.

### 14 I agree to:

#### 1. Time Commitments for ASPECT Board Members

- 2 in-person board meetings in April and November (ASPECT pays for travel expenses)
- Monthly video conference calls
- Serve on at least one committee, monthly video conference call
- Committee work as needed
- The position term is 2 years

#### 2. Adhere to the ASPECT Professional Code of Ethics

- Respect and dignity for members and clients
- Honest, open, and accountable
- Committed to community
- Client-centred
- Professional

#### 3. Demonstrate desired qualities of ethical behaviour

- Explain and honour confidentiality
- Keep words and actions consistent
- Know and explain the limits of working relationships
- Be accessible and treat clients equitably
- Commit to open, fair, and transparent processes
- Stay current on issues and resources relevant to members, clients, and communities
- Promote a healthy and productive workplace

#### 4. Support the principles of Community-Based Training

- Promote a participant-based model of delivery
- Focus on the personal autonomy of the participant
- A holistic approach in which supports are integral
- Working towards barrier-free access
- Cultural sensitivity, inclusivity, and non-discriminatory practices.

Type your name to consent

Date



Thank you!