

Board Matrix for 2024 – 2025

Preferably, all board members should hold a senior leadership position within their organization of 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.

Q2.	<u>GEOGRAPHIC</u>	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
	North Coast & Nechako										
	Northeast										
	Cariboo										
	Thompson-Okanagan										
	Kootenay										
	Mainland/Southwest										
	Vancouver Island/Coast										
Q3.	GOVERNANCE Rate on your intensity of understanding or experience.	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
	Board Experience										
	Board Leadership										
	Committee (Board or Council)										
	Corporate Leadership										
	Nonprofit										
	Private/Commercial										
	Public/Crown Corporation										
	(Encouraged to elaborate)										
Q4.	SPECIFIC KNOWLEDGE / SKILLS Rate on your intensity of understanding or experience.	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
	Accounting / Financial Management										
	Advocacy										
	Capacity-Building										
	Community/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 Design										
	Public Speaking/Outreach										
	Risk Assessment & Risk Management										
	Strategy, Planning & Implementation										
	Volunteer Engagement										
	(Encouraged to elaborate)										
Q5.	AREAS OF INFLUENCE	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
	Business & Industry										
	Community Development/Nonprofits										
	Ethnocultural Communities										
	Government (civic, provincial, federal)										
	Media/Advertising										
	(Identify the organizations and committees)										
Q6.	KNOWLEDGE - FUNDING	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
	I don't feel I know all...										
	I am comfortable with...										
	I am very knowledgeable										
	(Encouraged to elaborate)										

Q7.	KNOWLEDGE - TRENDS	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
	I don't feel I know all...										
	I am comfortable with...										
	I am very knowledgeable (Encouraged to elaborate)										
Q8.	ORGANIZATIONAL LEADERSHIP	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
	I don't feel I know all...										
	I am comfortable with...										
	I am very knowledgeable (Encouraged to elaborate)										
Q9.	SPECIALIZED POPULATIONS	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
	Youth										
	Multicultural										
	Women										
	Corrections										
	Labour										
	Immigrant/Refugee										
	Indigenous										
	Persons with Disabilities										
	Single Parents										
	Persons Fleeing Violence										
	None of the above										
Q10.	REASONS FOR INTEREST	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
Q11.	ASPECT MEMBER ORGANIZATION	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
	Yes										
	No										
	Not sure										
Q12.	NONPROFIT OR PRIVATE	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total

Q13.	IDENTITY AS MEMBER OF EQUITY-SEEKING GROUP	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total
Q14.	CONSENT TO SERVE	Board 1	Board 2	Board 3	Board 4	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Total

At ASPECT, we believe that having board members and staff who reflect the diversity of those who work at our member organizations and their clients makes us a better association. It is critical to ASPECT's success to remove barriers and promote the inclusion of all ASPECT board members, including those from equity-seeking groups.

Your information will help us determine where we are now so we can set realistic equity, diversity and inclusion goals and measure our progress. In turn, we're able to create plans and strategies that improve the work experience of Ryerson employees.

Diverse boards and directors bring a **valuable range of outlooks, opinions, and suggestions regarding decision-making and problem-solving**. It can serve as an opportunity for expanding viewpoints and collectively coming together in the decision-making process for the benefit of ASPECT members, their staff, and their clients.