

Final Report – Nominating Committee - 2023

Committee Members

Wendy Carr (National Board), Chair

Salma Al-saquaf (National Board)

Alex Hughes (CPF BC Branch Vice President)

Michael Hudon (CPF MB Branch President)

Vanessa Wachuku (CPF PE Branch Vice President)

Summary of Nominating Committee Process

- Building on the work of the Nominating Committee 2021-22 to address the CPF Network's focus on diversity, equity, inclusion and decolonization, a call was made to serve on the Nominating Committee 2022-23 to join in this work in preparing to seek out, interview and recommend new members to the National Board.
- The committee met in November 2022 to review its terms of reference, work plan, National Board-generated criteria and to discuss possible sources by which to recruit applicants from outside the Network, in keeping with the goal of opening up and diversifying the scope of possible applicants.
- The committee met in January to review the draft call for nominations, including finalized criteria (and weighting) and application requirements.
- The Network office sent out the Call for Nominations and posted it on several social media and volunteer boards, including LinkedIn and Charity Village.
- As a result of the process, applications for the three (or possibly four) vacancies were received by the Feb. 28, 2023 deadline. Two applicants were seeking re-election; one applicant applied from within the Network; 5 applicants applied from outside the Network. There were an additional 16 applications received; however, they were either partial (no cover letter even after follow-up email) or were seeking a paid position rather than voluntary role – and were not considered.
- Applications and supporting documents were posted on the protected committee G-drive, and committee members reviewed and scored each file according to approved criteria for required competencies and skills.
- The committee met in March to discuss their assessments of each file and generate a long list of possible interviewees as well as approve/amend a draft set of interview questions based on the posted criteria.
- Interviews were scheduled and held between April 12 and 17th, 2023. Each interview was debriefed and, at the end of all seven, four were identified as very strong candidates, and three were deemed less suitable for a national board role at this time; however, they could be referred to branches to either become member, serve on a committee or otherwise familiarize themselves with CPF, its mandate, goals, activities and strategic plan.

- References were sought for the three¹ short-listed candidates, referee questions were approved, and calls conducted by April 24, 2023.
- The Chair sought confirmation of acceptance from successful nominees to stand for election; thank you notes (and, if requested, interview feedback) sent to unsuccessful candidates.
- The Committee Chair informed the National Board of the three recommended candidates at April 28 board meeting.
- Nominations package was sent to Network Office, incl candidate and incumbent biographies, plus a summary of the Nominating Committee process. Given that there are three recommended candidates for three openings, it is expected that these will be acclaimed; however, voting delegates are asked to indicate their support and ratify.
- Network Office will coordinate and conduct vote during the week of May 15th; CoP representatives will remind voting delegates to vote (as necessary) **by May 29th**.
- Chair announces election results to Nominating Committee, CPF National Board and voting delegates **by June 7th** (30 days prior to AGM).
- P/VP/T appointed (pending ratification by voting delegates at AGM) by National Board.
- Election will be endorsed and ratified at the Annual General Meeting on **July 7, 2023**.

¹ One of the two candidates seeking re-election had made clear that, if there were suitably strong candidates who could enable the National Board's succession plan to be actualized, they would be content to not proceed to the next election stage. Their permission was sought to withdraw from the competition once the four finalists were identified. It should be noted that the proposed structure of the National Board is 5 members once the National Affiliation Agreement and updated Bylaws are finalized,

National Board of Directors: Incumbents and Recommended Candidates

Recommendations for three openings on the CPF National Board of Directors for 2023-24 have been made, pending ratification by voting delegates at July 2023 AGM. In accordance with the CPF Bylaws, directors shall be elected for terms of two years and may serve for a maximum of eight years in total. Following is a summary of biographies for the incumbents who will serve for one year remaining in their term (2023-24) and recommended candidates to serve 2023-25.

Incumbents Continuing in 2023-24

Derrek Bentley

Manitoba

- Master of Arts in Peace and Conflict Studies
- current Executive Director, Conseil jeunesse provincial MB since 2021
- communications assistance, The Honorable Senator Marilou McPhedran since 2017
- administrator and business analyst, Canadian Museum for Human Rights (2016-21)
- leadership facilitator, Division scolaire franco-manitobaine (2015-16)
- volunteer roles held (among others):
 - president, vice-president, director, CPF National Board since 2016
 - board member, Société de la francophonie manitobaine since 2018
 - project founder and coordinator, Une nuit - A Homeless Night since 2010
 - vice-president and board member, Manitoba Assn for Rights & Liberties (2013-20)
 - theatre mentor, elementary immersion student theatre troupe (2012-18)
 - chair, board member, Youth Advisory Committee, UNESCO-Cdn Commission (2012-18)
- youth leader; English/French bilingual

Salma Al-Saquaf

Alberta

- Bachelor of Arts in Criminology and Women & Gender Studies
- Human Resource Management Certificate (2022-present)
- Waldorf Early Childhood Fundamentals Certification; Reggio Emilia Educator
- HR and professional development administrator, Standens IMT in Calgary since 2012
- owner/ coordinator, Waldorf-inspired French/English bilingual dayhome programs (2014-21)
- curriculum developer/homeschool support and behaviour specialist, Calgary (2018-22)
- intake & assessment officer, Calgary Legal Guidance (2012-14)
- volunteer roles held:
 - director, CPF National Board since 2022
 - member, Alberta Minister's Parent Advisory Council (2021-22)
 - advocate & fundraiser, Children's Legal Resource Centre (2012-15)
- parent of five

Candidates Recommended by Nominating Committee for 2023-25

Kate Ashley

Nova Scotia

- Doctorate in French Literature
- Master of Philosophy in European Literature; Master of English & French Translation
- Juris Doctor
- Current Assistant Dean of Arts and Assistant Professor at Acadia University, NS
- formerly employed at U. of Glasgow, U. of Lethbridge, Saint Mary's U., Memorial U.
- 18+ years of community service
 - president, vice-president and board member CPF Nova Scotia Branch since 2017
 - Chair, Education Committee & Curriculum Advisor, The Booker School, NS (2015-16)
 - Board of Directors, Humber Community YMCA, Corner Brook, NL (2011-12)
 - Member, HRM Heritage Advisory Committee (2005-06)
- 4 years' experience as team leader and examiner, International Baccalaureate Organization
- parent of three; French/English bilingual

Isabelle LeVert-Chiasson

Ontario

- Master of Education and Community Development
- employed by Canadian Commission of UNESCO, responsible for education portfolio since 2016
- works with school systems across Canada and the Council of Ministers of Education Canada
- 15+ years' experience managing national and international projects for Jeunesse Canada Monde, Centre-Aide and World University Service of Canada
- experience developing strategic partnerships with diverse government departments, academic institutions, public and private sector partners
- experience collaborating and building relationships with Indigenous organizations in Canada
- 10 years of service on school, university and community association boards
- experience as a community facilitator in Halifax for United Way, Katimavik, and HeartWood Centre for Community Youth Development
- parent of two; Acadienne raised in Nova Scotia, French/English bilingual

Diane Tijman

British Columbia

- Master of Arts in Second Language Education
- current faculty advisor, UBC; retired educator, district curriculum coordinator, Richmond School District
- 25+ years of service on non-profit boards:
 - director, CPF National Board since 2019 (Secretary, ByLaws Committee)
 - member, CPF Richmond BC Chapter since 1998
 - member, Les échos du Pacifique choir (2010-present)
 - president and director, Richmond Multicultural Community board (2016-2022)
 - president and director, CPF BC Yukon Branch (2012-18)
 - president and director, Cdn Association of Second Language Teachers, BC Language Coordinators' Assoc., BC Assoc. of Teachers of Modern Languages (1995-2010)
- parent of three; French/English bilingual

Officer Elections

Derrek Bentley has been nominated to serve as President after serving in this role for one year plus six years as Director on the National Board. Derrek's leadership experience outside CPF includes working as Executive Director for Manitoba's *Conseil Jeunesse provincial*, chairing the Youth Advisory Committee for the Canadian Commission for UNESCO, and serving as Vice-President of the Manitoba Association of Rights and Liberties. Derrek is dedicated to local and global community causes and French-language learning.

Kate Ashley has been nominated to serve as Vice-President. She has served on the CPF Nova Scotia Branch Board as President and board member since 2017. A university educator and scholar in French and English, a recently-degreed lawyer and parent of three school-aged children in French immersion, Kate is a tireless advocate for French second language education. She has served on community organization boards in Newfoundland and Labrador and Nova Scotia

Salma Al-Saquaf has been nominated to serve as Treasurer. She has served on the CPF National Board as member of the board and of the Nominating Committee since 2022. Salma brings the perspective of a home-school parent of five children, including one with special needs, and education advocate who has created alternate learning settings for her own and others' children. A key part of these settings has been the valuing of French/English bilingualism.

Submitted May 2023 by Wendy Carr, Chair, Nominating Committee