

Diversity & Inclusion Policy:

The Yellowknife Chamber of Commerce believes in diversity and values the benefits that diversity can bring to its Board of Directors. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures the Yellowknife Chamber has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better corporate governance.

The Yellowknife Chamber seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board and its committees should reflect the diverse nature of the business environment in which the Yellowknife Chamber operates. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, ethnicity, and indigenous culture.

The Yellowknife Chamber is committed to a merit-based system for Board composition within a diverse and inclusive culture that solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Yellowknife Chamber will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

The Yellowknife Chamber seeks to maintain a Board in which any gender represents at least 40% of the Directors.

The Nominations Committee will be specifically directed to include diverse candidates, generally, and multiple women candidates, in particular.

Nomination Process and Criteria:

Process:

1. Prior to the December Board Meeting, the ED and the President will identify Board vacancies and the Executive Committee composition
2. At the December Board Meeting, the President will update the Board of Directors and call for a motion to approve the proposed Executive Committee
3. After the December Board Meeting, the ED will do a Call for Nominations. All interested candidates must submit nomination documentation by mid-January
4. A Nomination Committee meeting will be held in mid-January, prior to the January Board Meeting, to consider nominees and to select candidates who would be suitable to fill Board vacancies
5. The Chair of the Nomination Committee will present the slate of potential Directors to the Board and call for a motion to approve the proposed slate of candidates
6. The ED will notify all candidates. Those who were not selected will be informed of their right to put their name forward for consideration at the AGM

Nominee Criteria & Required Documentation:

All Members in Good Standing are eligible to put their name forward for a Director position on the Board.

Interested individuals are required to submit a formal expression of interest that outlines:



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- Their previous 5 years of employment history
- Their previous Board and volunteer experience
- Their policy and advocacy interests and experience, and
- Why they are interested in joining the Yellowknife Chamber of Commerce

Potential candidates will also be required to indicate that they are able to commit to attending at least 10/12 Board Meetings per year either in person or via teleconference, that they can commit to 5 hours of volunteer work per month, on average, and that they can attend the mandatory Board orientation and Governance Training meeting in early March.

The YK Chamber's Conflict of Interest policy will be shared in the Call for Nominations, and potential candidates will be required to indicate that they are willing to work within these guidelines.

Potential candidates will also be required to validate their nomination by obtaining two signatures from member businesses.

