

ARTS BC POLICY AND PROCEDURE MANUAL

POLICY NUMBER:

4.9

NAME OF POLICY:

Board Recruitment

POLICY CATEGORY: Governance Process Policies

DATE ADOPTED: April 27, 2021

DATE TO BE REVIEWED:

POLICY

In accordance with its constitution, Arts BC will provide cultural leadership by identifying, recruiting, and training skilled and knowledgeable leaders to act as Directors of Arts BC. These individuals will share in the commitment to develop the arts at the community, regional, and provincial level.

The Board will recruit Directors from British Columbia who are leaders in their community, who share in this commitment to develop the arts, and who have skills and knowledge in one or more strategic operational or governance areas as identified by the Board.

PROCEDURES

1. Arts BC will provide copies of the Board Recruitment Policy, Board Member Job Description, and election forms on their website.
2. The Board will receive completed election forms at any time during the year up to one month prior to the Annual General Meeting of Arts BC. The Board may appoint a Nominating Committee or a committee of the whole to solicit and review nominations with consideration of the Board Member Role Description, Skills Matrix, and this policy. The Board is responsible for presenting a slate of nominees for election at the Annual General Meeting.
3. Board composition will endeavor to reflect diversity of skills, knowledge, community connections, experience and perspective, cultural diversity, gender, age, and representation from a range of arts disciplines and the geographic Regions of BC (see bylaws).
4. The Board will apply principals of equity in recruitment and actively seek a Board composition which includes under heard communities including Black, Indigenous, people of color, Deaf and disability, LGBTQ2S+, and those living in non-urban areas.
5. To fill vacancies in appointed board positions, the Board of Directors will seek appropriate candidates through referrals from current Directors, committees, regional arts councils, community arts councils, other BC arts societies, Arts BC membership, municipal governments, and the general public; or self-referral from interested candidates.

6. An evaluation will be conducted annually with Directors to acquire feedback on their Board experience. The Board will solicit input from fellow Directors as well as peers of the Directors throughout the Province to determine if Arts BC Directors are fulfilling their obligations as outlined in the Board Roles and Responsibilities Policy 11.1.
7. In the event that a Director should be unable to continue in the position until the normal end of the term, the Board shall appoint a person to fill the vacancy until the next Annual General Meeting, at which point the seat shall be deemed to be vacant.