

Agenda Item 5(b)
June 6/23 Board Meeting

First Meeting of CAFII Board Diversity Working Group

Background Information

The Executive Operations Committee (EOC) has expressed a desire to see greater diversity in terms of representation on the CAFII Board of Directors, as it was observed at the December 2022 Board of Directors meeting that there was very little diversity around the table.

While positive strides with recent Board member appointments have been made, taking a more purposeful course is needed to achieve greater, consistent diversity in the Association's representation which will serve as an important key to CAFII's future success.

To further the goal of greater diversity, volunteer members from the EOC are in the process of forming a working group with CAFII Co-Executive Director oversight to document recommendations to the Board of Directors on best practices for industry Associations of comparable size and scope; whether that be in the form of a policy, guideline, practice or some other mechanism.

Once the recommendations have been drafted, they will be presented to the Board of Directors for review and approval and thereafter a mandate to the EOC to proceed with any required implementation steps.

Volunteer EOC Members Identified to Date:

CAFII Board of Directors Diversity Working Group				
First	Last	Email	Company	BOD/EOC/Committee
Rob	Dobbins	(Rob Dobbins) rob.dobbins@assurant.com	Assurant Canada	Diversity Working Group
Jennifer	Russell	(Jennifer Russell) Jennifer.russell@assurant.com	Assurant Canada	Diversity Working Group
Tejal	Harri-Morar	(Tejal Harri-Morar) Tejal.HarriMorar@bmo.com	BMO Insurance	Diversity Working Group
David	Self	(David Self) David.Self@wi.cibc.com	CIBC Insurance	Diversity Working Group
Karyn	Kasperski	(Karyn Kasperski) karyn.kasperski@rbc.com	RBC Insurance	Diversity Working Group
Andrea	Stuska	(Andrea Stuska) andrea.stuska@td.com	TD Insurance	Diversity Working Group

Inaugural Meeting

The first meeting will be held on Monday, 15 May, 2023, from 2-3pm (virtually).

Chair of this Working Group

Tejal Harri-Morar of BMO Insurance has agreed to serve as Chair of this Working Group.

Agenda for First Meeting of this Working Group

- Motion to Nominate Tejal Harri-Morar as Chair (Keith Martin, All)
- Welcome and Introductions (Tejal Harri-Morar, All)
- What is the objective of this Working Group? (All)
- Discussion of key issues for Working Group to consider (All)
- Frequency and duration of Working Group's meetings? (All)
- What sort of implementation mandate should the Working Group ask the EOC to obtain from the Board? (All)
- Any other issues and next steps (All)
- Termination of Meeting (Tejal Harri-Morar)