

Briefing Note

CAFII Board Meeting, 4 April, 2023—Agenda Item 6(a)

Read Only Items-- Initial Board Briefing Note Around Issue of "CAFII Board Diversity"

Purpose of this Agenda Item – *Read Only Item*

This is a read-only item.

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. This has been an item of discussion in the last two EOC meeting *in camera* sessions.

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 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 a mandate to the EOC to proceed with any required implementation steps.

* Volunteer EOC members identified to date:

Karyn Kasperski, RBC Insurance

Rob Dobbins, Assurant Canada

David Self, CIBC

Andrea Stuska, TD,

Jennifer Russell, Assurant Canada

Recommendation / Direction Sought – *Read Only Item*

This is a read-only update for the CAFII Board.

Attachments Included with this Agenda Item

Briefing note only.