



# GSA-UW Board of Directors

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Board Chair and Chief Governance Officer  
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# Board's Role



The purpose of the Board, on behalf of the graduate students at the University of Waterloo, is to ensure that the Graduate Student Association – University of Waterloo (a) achieves appropriate results for appropriate persons at appropriate cost (as specified in Ends policies), and (b) avoids unacceptable actions and situations (as prohibited in Executive Limitations policies).



Specific job outputs of the Board, as an informed agent of the membership, are those that ensure appropriate organizational performance.

# Focus

The Board's Efforts have been focused on



**Enhancing Equity,  
Diversity, and  
Inclusion at all  
Levels**



**Thorough Review of  
Policies and Bylaws**



**Monitoring  
Organizational  
Performance**

# **E**quity **D**iversity **I**nclusion

## **EDI in Board Recruitment**

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Acknowledging the importance of cultural, racial, and gender diversity at the Board, the Board made conscious efforts to recruit/appoint directors with diverse backgrounds when recruiting between AGMs.

## **EDI in Board Training**

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Recognizing the role of EDI in the well-being of GSA-UW, the Board has made it mandatory for all returning and new directors to have EDI training.

The Board will continue following best practices in promoting EDI through continuous conversations at the Board as well as providing training and development opportunities for all directors.

# **E**quity **D**iversity **I**nclusion

## **EDI in Governance Policies and Practices**

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The Board has amended EL.2 (Respect for Persons, Society, and the Environment) to enhance equitable hiring and retention practices.

The new Equity Policy is to ensure every graduate student at University of Waterloo has what they need to succeed. This policy aims to provide inclusive services to support the academic and social well-being of students and remove barriers that may disadvantage some groups over others.

# **E**quity **D**iversity **I**nclusion

## **EDI in Governance Policies and Practices**

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The Board is in the process of amending GP-10 (President Term and Recruitment) to further enhance equity in hiring practices.

Amending GP-10 is to advance equity and transparency of GSA-UW President's recruitment processes, through policy and process change. The Board aims to ensure every graduate student has equal opportunity to run for higher managerial/leadership positions within the GSA-UW.

## ✓ **Advisory Role**

Board Executive, Joint Policy Review, and President Nomination committees have been continuously and passionately advising and assisting the Board in achieving its goals and fulfilling its mandate.

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## ✓ **GSA-UW President Recruitment**

Following Board's direction, since December 2021 the President Nomination Committee has been actively involved in the process of recruiting the new GSA-UW President.

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## ✓ **Review Policies and By-Laws**

Following the Board's direction, Joint Policy Review Committees is involved in an ongoing process of reviewing GSA-UW policies and by-laws. This committee recommends revisions as required.

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## ✓ **Board Self-Evaluation**

Given the Board's dedication to regular self-evaluation, the Governance Oversight Committee has been involved in developing and implementing Board evaluation processes.

# Board Committees: Action in- Progress

# Thank You!

For Questions or Comments, Please Email:  
[gsa-bc@uwaterloo.ca](mailto:gsa-bc@uwaterloo.ca)



# Appendix 1: Equity Policy

**EL-2.12** : With respect to paid and volunteer staff, the President will not fail to implement equitable hiring and retention practices that ensure that the organization reflects the diversity of its members, including but not limited to:

- 12.1 Cultural diversity
- 12.2 Racial diversity;
- 12.3 Gender diversity; and
- 12.4 Reconfirming the organization's adherence to the established hiring practices of the University of Waterloo.

# Equity Policy (Cont.)

**EL-2.15:** With respect to members, the President will not fail to provide services to support the academic and social experiences of:

- 15.1 Black graduate students;
- 15.2 Gender minorities;
- 15.3 Graduate students of color;
- 15.4 Graduate students with disabilities;
- 15.5 Indigenous graduate students;
- 15.6 LGBTQ2+ graduate students;
- 15.7 Racialized graduate students;
- 15.8 Other equity-seeking groups of graduate students designated by the GSA-UW Board or otherwise and;
- 15.9 Reconfirming the organization's adherence to the Ontario Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code.

# Appendix 2: GP-10 Amendment

- **3.0 If the President's position suddenly becomes vacant, then the Board will normally appoint the Vice-President as an interim President 3.1. If the Vice-President is not successfully appointed as the President by the Board and if more than three months remain in the President's term, then the Board and the Council will jointly recruit an interim President**
- **3.2. If the Vice President is not appointed by the Board and if fewer than three months remain in the President's term, then the Board will appoint an interim President by approving a recommendation from the Chair of the Board**
- **3.3. If a Vice President was not appointed by the Board, then president nomination committee (PNC) will be established immediately to start the university-wide election process to request for nominations, develop a shortlist of nominees, interview those nominees, and present the top candidate to Board and Council.**
- **4.0 If the President's position suddenly becomes vacant and an interim president was appointed by the Board.**
- **4.1a An interim President will have the rights and responsibilities that are awarded in policy and bylaw to the Presidential position.**
- **4.1b the interim President will serve for the remainder of the previous president's term for a maximum of three months.**
- **4.2. The president nomination committee (PNC) shall be formed immediately upon an interim president appointment to initiate a university-wide election process to request for nominations, develop a shortlist of nominees, interview those nominees, and present the top candidate to Board and Council.**