



## About the YWCA Metro Vancouver

YWCA Metro Vancouver (“YWCA”) is commemorating 125 years in 2022. Our vision: We boldly envision a just and equitable world for women, families and allies. Our mission: We advance gender equity alongside women, families, Two-Spirit and gender diverse people through advocacy and integrated services that help support personal, collective and economic wellbeing.

The YWCA is appropriately described as an entrepreneurial non-profit. With an annual budget of just over \$40 million, YWCA generates annual revenue from social ventures: a hotel and residence and two health and fitness centres. Other revenues are generated through fundraising, government contracts, fee-for-service programs, investments, events and more.

The YWCA has a large, highly engaged workforce, consisting of over 400 employees (239 FTE) and over 800 individual and group volunteers.

## The Opportunity

The YWCA Board of Directors (“Board”) is responsible for overseeing the management of the affairs and business of the YWCA. The Board oversees the conduct of business of the YWCA and provides strategic guidance to management, which is responsible for the day-to-day conduct of business. Although directors are nominated to the Board to bring special expertise or a point of view to Board deliberations, the best interests of the YWCA are paramount at all times.

For 2022, the YWCA Board is seeking applications from self-identified women living in the Metro Vancouver region to fill up to two board positions.

While not a requirement, the Board is seeking candidates with the following experience:

- Human Resources, Talent and Culture experience<sup>1</sup>
- Housing and Development<sup>2</sup>

The Board has identified equity, diversity and inclusion as essential elements in attracting directors and maintaining a high-functioning Board and organization. In accordance with the YWCA’s commitment to diversity and belonging, the Board is particularly seeking applications from candidates who are from the following groups:

- Indigenous peoples (First Nations – includes Status, Treaty or Non-Status, Métis and Inuit)
- Racialized individuals (includes people, other than Indigenous, who are non-white regardless of place of birth) and
- LGBTQ2S+ individuals.

The YWCA Board is comprised of engaged, strategic thought leaders whose responsibilities include the governance and oversight and monitoring of:

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<sup>1</sup> experience in, or understanding of, compensation, benefits and pension programs, labour relations, performance assessment, succession planning, talent development, retention and culture

<sup>2</sup> experience in, or understanding of standards policies and best practices related to project management, property management and capital improvements



- Strategic plan and organizational performance
- Annual operating and capital budget and results
- Enterprise risk management
- CEO recruitment, retention and evaluation
- Management succession planning and development

Board members will be required to:

- Be members in good standing of YWCA Metro Vancouver, when nominated
- Understand and be willing to carry out the duties and responsibilities of a board of directors
- Support the vision, mission and values of YWCA Metro Vancouver and its role in both YWCA Canada and World YWCA
- Be committed to a just and equitable world for women, families and allies and should be knowledgeable about gender equity
- Support the YWCA's advocacy positions
- Where possible, make a personal financial contribution that demonstrates personal commitment and establishes credibility if called upon to ask others to give
- Devote the time and effort necessary to fully participate in the governance of the organization
- Contribute personal expertise to further the aims of the organization
- Where possible, recommend individuals or corporations as potential donors
- Participate fully on board committees, as assigned
- Have prior involvement with, or demonstrate a strong understanding of YWCA programs, or their equivalent
- Along with all staff and volunteers, be fully COVID-19 vaccinated (as per the BC Government definition of fully vaccinated). We will ask you to provide proof of vaccination if you are offered a position on the Board.

The YWCA is a feminist organization. We take an intersectional perspective, which means we understand that inequities related to race, Indigenous identity, socioeconomic background, gender, and sexual orientation (among others) are interrelated and work to compound the discrimination and disadvantage experienced by women and gender diverse people. Our advocacy positions reflect this.

Further information about YWCA Metro Vancouver can be found in our recruitment brief [here](#).