

# Policy on board nominations, recruitment, and selection

DATE OF EFFECT: 11-26-2025

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## PURPOSE & SCOPE

The purpose of this policy is to guide the Board's processes for membership, ensuring alignment with RAAH's mission to transform hate into beauty and foster an environment of acceptance, unity, and resilience. This policy outlines the procedures for identifying, recruiting, nominating, and orienting potential Board members, fostering inclusive leadership that reflects the diversity and transformative values of our community.

## ANNUAL NOMINATION PROCESS

The Board is responsible for overseeing the annual nominations process to fill vacancies. To facilitate this, the Board will convene an ad-hoc nominations committee, including members who are not seeking re-election in that year. The nominations committee will review and recommend potential candidates, considering the diverse needs of RAAH, and submit a proposed slate to the Board for approval, to be presented at the Annual General Meeting.

## DIVERSITY AND REPRESENTATION

In all recruitment and nomination efforts, the Board is committed to ensuring that its composition reflects the diversity of the communities RAAH serves. This includes a focus on:

- Representing the diverse artistic communities we engage with.
- Reflecting the varied demographics and lived experiences within our communities.
- Ensuring a broad range of expertise and skills, including art, finance, legal, marketing, and community engagement.

## COMPETENCY AND SKILLS MATRIX

The Board will maintain a skills matrix to identify and track the competencies and expertise needed to effectively govern the organization. The matrix will be reviewed annually to determine which skills are most needed in new Board members. This approach ensures a strategic, thoughtful recruitment process, preventing the Board from becoming too homogenous in its skill sets and perspectives.

## RECRUITMENT AND SELECTION PROCESS

**Identification:** The nominations committee will identify potential candidates through a variety of channels, including personal referrals, community outreach, and public calls for nominations.

**Vetting:** All potential candidates will be vetted through a process that may include interviews, reference checks, and a review of their professional and community engagement. This process ensures that candidates are a good fit for the organization's culture and values.

**Presentation:** The nominations committee will present the proposed slate of candidates to the Board for a vote. Once approved, the slate will be presented to the membership at the Annual General Meeting for their endorsement.

## **ORIENTATION OF BOARD MEMBERS**

The Board will designate one or more experienced members to lead the orientation of new Board members. This orientation will:

- Introduce new members to their role and responsibilities.
- Provide an overview of RAAH's governance culture, values, and transformative mission.
- Ensure familiarity with key policies, procedures, and organizational priorities.

This process ensures that new members are equipped to contribute meaningfully to RAAH's work, grounded in our shared commitment to transforming spaces of hate into canvases of beauty.

## **MONITORING AND EVALUATION**

The Board will monitor and evaluate the effectiveness of this policy through the following mechanisms:

**Annual Report:** The Board will submit a report on the nominations process and outcomes for review at the Annual General Meeting.

**Ongoing Assessment:** The Board will continuously assess the diversity and effectiveness of its membership and may adapt the process to meet evolving needs, ensuring a dynamic and responsive leadership structure.

This reflective practice ensures that the Board's composition remains aligned with RAAH's vision for a world where hate is replaced by beauty.