

Board of Directors Recruitment Brief

YWCA Metro Vancouver (“YWCA”) is seeking applications from self-identified women living in the region to serve on our volunteer Board of Directors (“Board”). As a Director, you will contribute your perspective, skills, expertise and lived experience to a highly respected organization dedicated to creating a just and equitable world for women, families, Two Spirit and gender diverse people.

The Opportunity

We are seeking to fill two Board positions. Directors are appointed for two-year terms and may serve up to three terms, to a maximum of six years¹.

The YWCA is dedicated to fostering inclusion, diversity, equity and accessibility. In selecting Directors, we balance skills and expertise with representation across age, ability, racial and cultural background, Indigeneity and within the 2SLGBTQIA+ community. We also value diverse lived experience in relation to our programs.

In keeping with these commitments, we are prioritizing applications from:

- Indigenous women (First Nations, includes Status, Treaty or Non-Status, Métis and Inuit)
- Racialized and newcomer women
- Women from the 2SLGBTQIA+ community and/or allies of the 2SLGBTQIA+ community
- Women under 30
- Women with lived experience related to the YWCA’s work. This may include:
 - Single parenting
 - Living on low-income
 - Housing insecurity
 - Neurodivergence or physical disability
 - Gender-based violence and/or discrimination
 - Experience with a YWCA program or service

Based on the Board’s current composition and future needs, we are also prioritizing candidates with legal backgrounds. Other candidates whose backgrounds and experience relate to the role are also encouraged to apply.

The Role

Our volunteer Board is a collaborative group of engaged, strategic leaders who oversee the conduct of the YWCA’s business and provide guidance and vision on a broad range of strategic matters. Along with the YWCA leadership team, they assume responsibility for the performance and direction of the YWCA and provide oversight of a range of areas including finance, risk and CEO performance.

¹ The Board is currently reviewing its term limits and may make changes to Director terms this year. We will communicate any changes to term limits with candidates during the recruitment process.

Commitments and Skills

As a Director, you will be expected to share the YWCA's commitment to:

- Inclusion, Diversity, Equity and Accessibility
- Gender Inclusion
- Anti-Racism
- Truth and Reconciliation
- Decolonization
- A Participant-Centred Approach

Additionally, you will be required to:

- Be a member in good standing of YWCA Metro Vancouver when nominated
- Support our vision and mission
- Be knowledgeable about gender equity
- Support our advocacy positions (see below)
- Understand and be willing to carry out the duties and responsibilities of a Director
- Devote the time and effort necessary to fully participate in the governance of the organization, including approximately seven Board meetings per year, typically scheduled on the second Tuesday of the month from 4:00 pm to 8:30 pm (normally held in-person in Vancouver or may be held virtually), and additional committee responsibilities (four to five meetings per year)
 - Tentative Board meeting dates for 2024/2025: September 10, November 12, December 10, February 11, April 15, May 13, June 10
- Participate on one Board committee (committees currently include: Governance and Nominating; Finance, Audit and Investment; Human Resources and Compensation)

Ideally, you will also bring skills in the following areas:

- Audit and Finance
- Governance
- Inclusion, Diversity, Equity and Accessibility
- Environmental and Social Sustainability
- Fundraising
- Government Relations, Public Policy and Advocacy
- Housing and Development
- Human Resources, Talent and Culture
- Information Technology and Cybersecurity
- Investment Management
- Legal and Regulatory
- Operations
- Risk Management
- Senior Leadership
- Strategic Planning

About YWCA Metro Vancouver

YWCA Metro Vancouver has served the community since first opening our doors in 1897. Our vision is a just and equitable world for women, families and allies. Our mission is to 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. Our programs and advocacy are evidence-based, grounded in front-line expertise and informed by people with lived experience.

Our 2024-2029 Strategic Plan is centred on three overarching goals:

- We lead in participant-centred, integrated programs and services.
- We inspire transformational systems and culture change through education and advocacy.
- We unite as an inclusive, responsive and thriving organization.

About YWCA Canada

YWCA Canada is a leading voice for women, girls, Two-Spirit and gender diverse people. Incorporated in 1893, YWCA Canada is the country's oldest and largest multi-service feminist organization, working to advance equity through national advocacy and grassroots initiatives.

YWCA Metro Vancouver is one of 30 member associations that comprise YWCA Canada, which serves as the national coordinating body for the YWCA movement. In turn, YWCA Canada is a member association of the World YWCA, which unites 25 million women and girls worldwide and spans 125 countries.

Each member association operates autonomously, governed by a local Board of Directors and serving the needs of its local community. Together, the Canadian member associations set policy for YWCA Canada and elect its Board of Directors.

Advocacy

Through advocacy, we conduct targeted engagement of government, business and community leaders to transform policies and practices in support of gender equity. We are committed to intersectionality, 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.

Broadly, we advocate on the following issues:

- Ending gender-based violence
- Supporting access to justice
- Promoting women's economic wellbeing
- Supporting access to social and economic supports and opportunities for single mothers
- Championing universal early learning and child care
- Advocating for safe, affordable housing for self-identified women and single mother-led families
- Encouraging equity in government planning and policy development
- Supporting sexual and reproductive rights as a pro-choice organization
- Advocating alongside Indigenous women and communities for the full implementation of the 94 Calls to Action and 231 Calls for Justice

Programs and Services

We offer over 70 programs and services, delivered in-person and virtually across more than 150 locations, including:

- 15 housing communities serving more than 600 mothers and children, including second-stage transition housing for women who have left abusive relationships and their children; long-term housing for women and single mothers on low incomes and supportive transitional housing for pregnant women and new mothers in recovery. Residents have access to other YWCA programs and services, and a foundation to move towards health, wellbeing and economic stability
- Four early learning and child care centres serving a range of family needs, including programs for the children of teen moms and vulnerable families
- Training, pre-employment and employment programs serving adults and youth, with specialized supports for a range of jobseekers, including single mothers, people who have experienced violence, newcomers and refugees and youth transitioning out of foster care
- Holistic, culturally-sensitive programs and services for self-identified women and families in the Downtown Eastside through YWCA Crabtree Corner Community Resource Centre
- Mentorship and after-school programs for youth focused on building healthy relationships and social and emotional resilience
- Individual- and group-based supports for single mothers
- YWCA Hotel/Residence that is open to travellers, with a portion of all room nights reserved for emergency stays. Revenues from this social enterprise help fund YWCA programs
- YWCA Health + Fitness Centre in Downtown Vancouver. Revenues from this social enterprise also help fund YWCA programs

Territorial Acknowledgment

YWCA Metro Vancouver operates across the region on the unceded and shared territories of many Indigenous peoples, including *qíćáý* (Katzie), *q̓wɑ:ńłəń* (Kwantlen), *k̓wík̓wəłəm* (Kwkwetlem), *máthxwi* (Matsqui), *x̓məθk̓wəyəm* (Musqueam), *qíqéyt* (Qayqayt), *se'mya'me* (Semiahmoo), *S̓k̓w̓x̓wú7mesh* (Squamish), *Stó:lō*, *Semá:th* (Sumas) and *səlilwətał* (Tsleil-Waututh), as well as the treaty lands of the *scəwáθən məsteyəx̓w* (Tsawwassen) Nation. Our work across British Columbia also spans the territories of more than 200 First Nations, as well as Métis and Inuit communities.