

HRPA BOARD OF DIRECTORS **DIVERSITY AND INCLUSION POLICY**

Policy Owner	Governance & Nominating Committee of the Board ('GNC')
Established	May 29, 2020
Revision Dates	Approved by Board April 7, 2022 Revised by GNC February 2022
Next Review	March 2023

Purpose

The purpose of this policy is to ensure the Human Resources Professionals Association (the "Association", "HRPA"), reflects the diversity of both those within the Human Resource Profession and society as a whole (the public we serve) and does its work intentionally demonstrating our commitment to an inclusive work environment which includes bringing attention to and being aware of our own individual biases, which we may bring to the work of the Board.

Policy Statement

HRPA believes in the importance of diversity and inclusion and values the benefits they can bring to its Board of Directors (the "Board"), and to the Human Resource profession as a whole.

We define "diversity" as anything that can be used as a source of differentiation between groups of people or individuals (diverse perspectives, life and work experiences, values & beliefs, culture, education, race and ethnicity, abilities, gender identification, religion, sexual orientation, age, etc.).

We define "inclusion" as the actions and behaviours that demonstrate how we value, include, integrate, and treat one another.

Combined, the inclusive actions and behaviours of a diverse, talented group of directors will bring different perspectives and ideas, mitigate stagnation, and ensure the Association has the opportunity to benefit from all available talent. The promotion of a diverse Board that employs a culture of inclusion makes the utmost sense for strong governance for the Association and for governors of the profession as a whole.

HRPA seeks to maintain a Board comprised of talented and dedicated Directors with a diverse mix of expertise, experience, skills, and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of our profession and society.

HRPA is committed to a merit-based system for Board composition within a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious discriminatory bias.

We define “bias” as the fundamental way we look at and encounter the world around us – this could be conscious or unconscious and both positive or negative.

When assessing Board composition or identifying suitable candidates for appointment to the Board, the Association will consider candidates on merit against objective criteria, having due regard to the benefit of diversity and the needs of the Board.

In furtherance of Board diversity, which is representative of the public we serve, the Association aspires to attain a Board composition in which at least 50% of the directors who identify as female to establish our commitment to increase and improve the gender balance, and 30% of Directors from a diverse, under-represented group, including Indigenous people, persons from the LGBTQ2+ community, visible minorities, and people with disabilities.

Equity, diversity, and inclusion are fundamental to the growth of the human resource profession. This commitment will keep the Association in line with similar ones around the world, as well as here domestically with the Government of Canada’s own 50-30 Challenge.

HRPA will annually assess the expertise, experience, skills, and backgrounds of its Directors in light of the needs of the Board, including the extent to which the current composition of the Board reflects a diverse mix of knowledge, experience, skills, and backgrounds, including an appropriate number of directors who are women.

Any recruitment firm engaged to assist the Board or a Committee of the Board in identifying candidates for appointment to the Board will be specifically directed to deliver a gender-balanced slate of diverse and equally qualified potential candidates.

As with all its other policies, the Association will review this policy and assess its effectiveness in promoting a diverse Board which includes a diverse group of Directors.

Compliance and Reporting

The Board will enhance its compliance with this Policy through the delivery of ongoing information, training, and resource support to help Board Directors and staff to develop capacity in diversity and inclusion and to understand their respective rights and responsibilities.

The Board Secretary will report annually to the Governance and Nominating Committee on the diversity and inclusiveness of the Board’s composition, as voluntarily disclosed by members and the progress made in implementing this policy.

HRPA will report annually, through the annual report and on its website its progress with respect to this policy.