



TO: Chair and Members of the Governance Committee

FROM: Christopher Mackie, Medical Officer of Health

DATE: 2016 July 21

NOMINATION & APPOINTMENT PROCESS UPDATE

Recommendation

It is recommended that the Governance Committee:

- a) *Recommend that the Board of Health request that Board Members complete the updated diversity survey, attached as [Appendix A](#);*
- b) *Recommend that the Board of Health approve the forwarding of the anonymized results of the survey to the Ministry of Health and Long-Term Care for their consideration during the public appointments process and to other appointing bodies as appropriate; and*
- c) *Recommend that the Board of Health provide direction to staff regarding the promotion of Board of Health position opportunities.*

Key Points

- A diversity inventory is a useful tool to assist the Ministry of Health and Long-Term care in appointing candidates who meet the needs of the Board of Health.
- There are a number of options the Board of Health could select from should they wish to promote Board of Health opportunities to the broader public and increase the candidate pool from which the Secretariat may select.

Background

At the April 21, 2016 Governance meeting, the committee approved a revised nomination and appointment process ([Report No. 011-16GC](#)); recommended the Board of Health conduct a skills inventory of its members; and directed staff to work with DiverseCity OnBoard to identify potential provincial appointees to the Board of Health. Whether or not the Board of Health chooses to make recommendations to the Ministry or other appointing bodies about who to appoint, there remains a need to promote these positions among qualified individuals so that appointing bodies can have excellent candidates from which to select.

Diversity Survey

The Board has directed staff to work on a survey of Board Member skills to inform Board Member recruitment. In order for DiverseCity OnBoard to identify candidates for the Board of Health that complement existing socio-demographics, the program has requested that background on current Board of Health members be obtained, including questions pertaining to age, gender, ethnic origin, disability, family status, and sexual orientation. The survey tool attached as [Appendix A](#) includes questions on both skills and socio-demographic diversity. Completion of the survey and of each individual question therein would be optional.

Board of Health Recruitment Process

Currently Board of Health opportunities are posted on the Ontario Public Appointments Secretariat Web Site (<https://www.pas.gov.on.ca/>). Interested individuals can go to the website to review and apply for current and upcoming vacancies at public agencies, Boards and Commissions that are appointed through the

Secretariat. The list is extensive and there is little advertising of the vacancies to the broader public. Promoting the current Board Member vacancies more broadly would help ensure that qualified candidates come forward.

In the interest of increasing awareness of the local opportunities available, the Board may want to consider an advertising campaign that could include newspaper, radio, television and/or the utilization of listserves. Additionally, engaging Pillar's DiverseCity OnBoard is still envisioned, whether or not the Board chooses to recommend specific candidates. The diversity survey would be a critical piece of information needed to initiate the recruitment process with DiverseCity OnBoard. Through the options identified, the Board of Health would encourage interested applicants to apply to the provincial appointment secretariat through their web site. The goal of utilizing various recruitment tactics would be to increase the breadth and depth of the candidate pool from which the provincial secretariat can select future Board Members for the Middlesex-London Health Unit.

Next Steps

If approved, staff will disseminate the survey, collate results and forward the results to the MOHLTC for their consideration during the public appointments process. Additionally, if approved, staff will engage in the processes identified to enhance recruitment of potential members to apply to the Board of Health through the Public Appointments Secretariat.

This report was prepared by Mr. Jordan Banninga, Manager, Strategic Projects and Ms. Laura Di Cesare, Director, Corporate Services.



Christopher Mackie, MD, MHSc, CCFP, FRCPC
Medical Officer of Health