



Board of Governors Diversity Policy

Category: Governance;

Jurisdiction: Board of Governors;

Approval Authority: Board of Governors;

Established on: March 7, 2018;

Amendments: None;

Reviews: None.

The Lakehead University (the “University”) Board of Governors (the “Board”) believes in diversity in its composition, and values the benefits that diversity and an inclusive culture can bring to its governance processes and decisions. Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink and ensures that the University has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better governance oversight.

The University seeks to maintain a Board comprised of talented and dedicated volunteer governors with a diverse mix of expertise, experience, skills, perspectives and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the environment in which the University operates. For purposes of Board composition, diversity includes, but is not limited to, age, business, community and sector experience, ethnicity and Indigenous status, gender, and geography.

The University is committed to a merit-based system for Board composition within a diverse and inclusive culture that solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. The Board will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board

when assessing Board composition or identifying suitable candidates for appointment or re-appointment to the Board.

In addition to periodically assessing the expertise, experience, skills, perspectives and backgrounds of its governors in light of the needs of the Board and reflecting a diverse mix of knowledge, experience, skills and backgrounds, the Board aspires to a Board composition in which men and women are equally represented. The Province of Ontario's stated gender-diversity targets for Boards would see women make up at least 40% of appointments to every provincial board and 30% of positions on all boards of directors. The Board therefore seeks to maintain a Board where at least 40% (ie 5 of 12) of the external members are women and at least 30% (ie 6 of 17) of all members are women. The extent to which this bar is not achieved in composition, the Board will undertake an associated discussion in an open session.

In addressing geographic diversity, the Board should endeavour to ensure its composition includes at least one member from Thunder Bay or Northwestern Ontario; at least one member from Orillia or Simcoe County; and at least one member from outside Northwestern Ontario and Simcoe County. To address ethnic diversity and acknowledging the importance of the indigenous community to the University, the Board should endeavour to ensure its composition includes at least one indigenous member (which could be the individual recommended by the O-AGC).

Any search firm engaged to assist the Board in identifying candidates for appointment to the Board will be directed to include diverse candidates generally and multiple women candidates in particular in order to meet these and other diversity objectives set by the Board. As a result, women candidates for Board of Governors service will be included in the evergreen roster of potential Board nominees.

The Board will review this policy at least once every three years, assessing its effectiveness in promoting a diverse Board and fulfilling diversity objectives.

Review Period: Every three years;

Date for Next Review: 2021;

Related Policies and Procedures: None;

Policy Superseded by this Policy: None

The University Secretariat manages the development of policies through an impartial, fair governance process. Please contact the University Secretariat for additional information on University policies and procedures and/or if you require this information in another format:

Open: Monday through Friday from 8:30am to 4:30pm;

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