



CPA Manitoba Foundation

Board Diversity Policy

Board Approval Date: January 2020

Review Date: January 2021

The CPA Manitoba Foundation (the “Foundation”) supports diversity and values the benefits that diversity can bring to its board of directors (the “Board”). Diversity promotes the inclusion of different perspectives and ideas and ensures that the Foundation has the opportunity to benefit from all available talent, in particular from our membership, to address the Foundation’s goals and strategies in the most effective manner.

The Foundation considers diversity to encompass all the various differences among people – including, but not limited to, gender, race, religion, cultural group including aboriginal status, sexual orientation, disability, geography, generations, and socio-economic status.

The Foundation believes promotion of diversity is best served through careful consideration of all of the knowledge, skills, experience, and backgrounds of each individual candidate for director in light of the needs of the Board without focusing on a single diversity characteristic and, accordingly, has not adopted targets across all potential elements of diversity on the Board.

Notwithstanding this position, the Foundation will aspire to achieve diversity of perspective and expertise that is reflective of the demographics of the CPA Manitoba membership.

The composition of committees of the Board shall also be subject to these considerations.

Policy

The Foundation is committed to ensuring Board composition within a diverse and inclusive culture that solicits multiple perspectives and ideas and is free of conscious or unconscious bias and discrimination. Accordingly, the Foundation seeks to maintain a Board comprised of directors with an appropriate balance of knowledge, skills, experience, diversity, and other relevant factors, to enable it to discharge effectively its duties and responsibilities.

When assessing Board composition or identifying suitable candidates for election to the Board, the Foundation considers candidates having due regard to the benefits of diversity, the needs of the Board, and respect for the privacy and human rights of potential and actual nominees.



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Responsibility

The Board and its Committees are responsible for:

- a) Considering diversity in its leadership roles; and
- b) Appointing participants to committees of the Board, that are reflective of this Board Diversity Policy.