



## Board of Directors Recruitment Brief

YWCA BC (“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

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

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:

- Women from the 2SLGBTQIA+ community and/or allies of the 2SLGBTQIA+ community
- Indigenous women (First Nations, includes Status, Treaty or Non-Status, Métis and Inuit)
- Women under 30
- Racialized and newcomer women
- Women with lived experience related to the YWCA’s work, including experiences such as:
  - 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

### Commitments and Expectations

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 BC 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 six Board meetings per year, typically scheduled 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 2026/2027: September 8, November 24, February 9, April 13, June 8. Board and management social event or offsite gathering may be held in January 2027 and/or May 2027
- Participate on one Board Committee (committees currently include Governance and Nominating Committee; Finance, Audit and Investment; Human Resources and Compensation)



## About YWCA BC

YWCA BC is a registered charity that 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 the people we serve.

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 BC is one of 29 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 our advocacy, we engage government, business and community leaders to transform policies and practices in support of gender equity. We strive for an intersectional approach, recognizing that inequities related to race, Indigenous identity, socioeconomic background, gender and sexual orientation (among others) are intersect and compound the barriers women and gender diverse people face.

Broadly, we advocate for:

- Gender equity
- Women's economic wellbeing
- Affordable housing
- Access to justice
- Truth and reconciliation
- Ending gender-based violence
- Universal early learning and child care
- Supporting sexual and reproductive rights
- The full implementation of the 94 Calls to Action and 231 Calls for Justice



## Programs and Services

We offer 86 programs and services serving over 40,000 people a year, delivered in-person and virtually across more than 178 locations, including:

- 21 housing communities serving more than 805 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
- Hotel Willo 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 Club in Downtown Vancouver. Revenues from this social enterprise also help fund YWCA programs

## Territorial Acknowledgment

YWCA BC operates on the traditional, ancestral and unceded territories of the x<sup>w</sup>məθk<sup>w</sup>əy<sup>ə</sup>m (Musqueam), S<sup>k</sup>wx<sup>w</sup>ú7mesh (Squamish) and səliiwətał (Tsleil-Waututh) Nations, and that our work across British Columbia spans the territories of more than 200 First Nations. We also acknowledge the First Nations, Metis and Inuit who live in our communities.