



Governance and Nominations Committee

2021 Report to the Annual General Meeting October 30, 2021

Committee Members

Robin Campbell – Committee Chair
Dean Hustwick
Dayna Ward
Brian McClelland
Patti Moore
Boris Nevelev
Paul Osland

Committee Meetings

1. January 20
2. April 14
3. July 14
4. October 13

The Governance and Nominations Committee

The Governance and Nominations Committee is a committee of the Board that possesses specific powers under the AO Bylaws and policies. The Committee is responsible for the good governance of the corporation and for overseeing recruitment, orientation and development of the Directors and the Board.

2021 Accomplishments

- January 2021 – The Committee established a list of priorities and assigned primary responsibility for pursuing the priorities to various members of the Committee.
- One of the principal priorities was to review all of AO's policies and to update and revise them as appropriate. The review and revision of the following policies was accomplished:
 - Anti-Doping Policy (April, 2021)
 - Safe Sport Policy Manual, including a new Appeal Policy (May, 2021)

- Athlete Transfer Policy (July, 2021)
- Matrix of Membership Categories and Requirements, which will inform the revision of the Membership Policy (October, 2021).
- Review of the other AO policies continues.
- Robin Campbell, Chair of the Committee, participated in a Town Hall to explain the revisions to the Safe Sport Policy Manual (May 19).
- Another principal priority was to outsource some of AO's dispute resolution process. To this end the Committee identified and the Board approved objective, third-party organizations that would be candidates to fill the roles of Case Managers, Investigators and Discipline and Appeal Panel members in accordance with the requirements of AO's *Complaints, Dispute Resolution and Discipline Policy*. In addition, AO entered into an agreement with Players Health to provide an on-line platform for making complaints under the *Complaints, Dispute Resolution and Discipline Policy* and the *Whistleblower Policy* and for maintaining a confidential record of all communications, reports and other material in connection with complaints.
- April, 2021 – Robin Campbell, Chair of the Committee led the Board through a presentation on the Board structure, roles and duties. More fulsome Board orientation has been impacted by the constraints imposed by COVID protocols. The Committee is working to provide a more fulsome Board orientation program in 2022.
- August – October – A Nominations Committee was established comprised of two members of the Committee whose terms are not expiring this year. The Nominations Committee solicited applicants to the Board and selected a slate of nominees to be recommended for election at the 2021 AGM. The Nominations Committee was assisted in the process of interviewing and assessing the applicants by two non-Board, non-staff members, both of whom are AO members.
- September - October – An evaluation survey was circulated to all Board members to obtain feedback relating to Board and committee functions to support continuous improvement.
- Throughout the year the Committee provided advice and guidance on AO's strategic and operational plans.

Next Steps

- Organize and deliver the annual orientation training for the 2021/22 Board of Directors and staff.
- Update the list of priorities for the Committee for 2022.
- Continue the review, revision and updating of AO policies.
- Consider how AO may assist the Clubs in addressing governance and safe sport issues.
- Address the changes that AO must make to its Articles and By-Laws in light of the coming into force of the Not-for-Profit Corporations Act, 2010 (Ontario)

Report submitted October 30, 2021

Robin Campbell

Chair, Governance and Nominations Committee