

ELECTION OF DIRECTORS OF ATHLETICS ONTARIO

As the members of the Governance and Nominations Committee who are not up for re-election at the 2021 AGM, Brian McClelland and Patti Moore formed the 2021 Nominations Committee. They were joined by Paul Osland, CEO (ex-officio and non-voting). They were assisted in the interviewing and assessment process by two AO Members, neither of whom is on the Board or is staff of AO.

The business and affairs of Athletics Ontario (AO) are managed by a Board of Directors comprised of six (6) to nine (9) Directors. The number of elected Director positions to be filled at any time is to be determined by Special Resolution of the Board (S. 5.01 of the By-laws). The Board has determined that the Board should be comprised of nine (9) Directors.

There are three (3) Directors with two (2) years remaining on their three (3) year terms; three (3) Directors with one (1) year remaining on their three (3) year terms; two (2) Directors who have confirmed they wish to stand for re-election; and one (1) Director not seeking re-election. At the 2021 Annual General Meeting (AGM) of Members on November 21, up to three (3) directors can be elected.

On September 1, 2021, AO posted on its website an invitation for applications for the Board. The invitation for applications was also announced in AO's weekly "Town Hall" on Wednesday, September 2. The deadline date for applications was specified to be September 21, 2021.

The Nominations Committee received applications from four (4) applicants who completed the AO Board of Directors Application Form by the deadline date. The Nominations Committee determined to interview all the applicants.

AO is committed to a skills-based governance model to ensure sound oversight and effective decision-making. AO is also looking to maintain gender parity and to increase the diversity of the Board so that it better reflects the diversity of the AO membership. The Nominations Committee and the two independent AO members reviewed each application carefully and interviewed candidates and compared interview notes to assess the candidates' experience, skills and competencies against those of the remaining Board members and to assess the time they would be able to commit to their duties as a Director and member of at least one committee. In addition, the Nominations Committee checked the references of the candidates recommended to be on the slate.

The Nominations Committee was very pleased with the quality of the applications received. There was also a high degree of interest by the candidates interviewed in joining certain of AO's committees and being candidates for the Board in future years.

After the interview and review process, the Nominations Committee agreed on one of the applicants that the Committee would recommend be added to the slate of nominees. Accordingly, the Nominations Committee recommends the following slate of three (3) nominees for election at the AGM:

- Dean Hustwick (re-election)
- Dayna Ward (re-election)
- Stephanie Anselm

The recommended slate of three (3) nominees shall be deemed elected as Directors of Athletics Ontario if approved by a majority of the votes cast by the Members. In the event that the slate does not receive majority approval, the names of the nominees on the slate shall be submitted for election individually, and approved or rejected by a majority of the votes cast by the Members present.

The following is a brief bio for the candidates on the recommended slate:

Dean Hustwick

EXPERIENCE WITH ATHLETICS ONTARIO:

- AO Board Member since 2015
- Currently serving as President/Chair
- Previously served as Vice-Chair
- Currently serving on the following AO committees:
 - Executive (Chair)
 - Finance
 - Governance and Nominations
 - Human Resources
- Previously overseen numerous AO Board and Operational Committees.

WORK EXPERIENCE:

Almost 30 years of executive and management experience, predominantly in municipal and provincial governments. The most recent municipal positions have included Chief Administrative Officer and Director of Community Services. Previous roles for the Government of Ontario included a special assignment as Chief Operating Officer for Sport Alliance Ontario as part of a restructuring of the sport sector, Director of the Tourism Agencies Branch for the Ontario Ministry of Tourism, Culture and Sport, Acting Deputy Chief Drinking Water Inspector for the Ministry of the Environment and Assistant Director of Communications for the Ministry of Community Safety and Correctional Services.

EXTERNAL BOARD & COMMITTEE EXPERIENCE:

- Former President of a condominium corporation
- Former Board Member and Chair of a gallery and arts centre
- Former Board Member of a youth centre

AREAS OF EXPERTISE/SKILL SETS:

- Financial Management
- Government/Stakeholder/Community Relations
- Communications
- Strategic Planning
- Risk Management
- Governance
- Human Resources

Dayna Ward

EXPERIENCE WITH ATHLETICS ONTARIO:

- AO Board Member since 2019
- Currently serving on the following AO Committees:
 - Human Resources (Chair)
 - Governance and Nominations
- Previously served as a Human Resources committee member
- Long time athlete from Windsor area
- Recent coach for the University of Toronto Track Club; previously with the Edmonton International Track Club
- 2009 Francophone Games team member

WORK EXPERIENCE:

- Director, Human Resources – Thomson Reuters
Jan 2019 – Present
- Manager, Human Resources – Canadian Olympic Committee (COC)
Jul 2013 – Jan 2019
- Various roles in HR and Administration
May 2005-2013

EXTERNAL BOARD & COMMITTEE EXPERIENCE:

- Active on multiple internal committees including Diversity & Inclusion (Thomson Reuters), Women at TR, Women in Tech, Chair of the Pulse Committee (an internal working group responsible for helping shape and strengthen a healthy workplace culture at the COC), Employee Engagement Committee (COC), Joint Health and Safety Committee Member (TR, COC)

AREAS OF EXPERIENCE/SKILL SETS:

- Certified Human Resource Leader/Professional
- HR Policy development
- Employee Relations
- Compensation Planning
- Job Evaluation and Pay Equity
- Benefits
- Change Management
- Recruitment
- Employee Engagement

Stephanie Anselm

EXPERIENCE WITH ATHLETICS ONTARIO:

- Long-time athlete in the sport of track and field and road racing
- Supportive parent of her two children who compete in the Toronto West Athletics Club

WORK EXPERIENCE

- For over twenty years has helped organizations translate complex business strategy into a logical and practical set of actions, which meet the needs of the organization's stakeholders and contribute to the general well-being of the organization
- Independent consultant and valued partner for the last seven years to not-for-profit organizations who are undergoing significant transformation

EXTERNAL BOARD & COMMITTEE EXPERIENCE

- As an independent consultant serving the non-for-profit sector, has assisted organizations set up their governance structures to meet the needs of Boards and Stakeholders
- Voluntary board member for a non-for-profit daycare

AREAS OF EXPERIENCE / SKILL SET

- Well-rounded skill set of project management, business process reengineering, change management, technical acumen, and leadership
- Holds an Industrial Engineering degree, as well as being a certified project management professional
- Trained in Lean, Six Sigma and change management techniques
- Excited to combine her passion for the sport with her professional experience and skillset