

DIVERSITY POLICY FOR THE BOARD OF DIRECTORS AT PEARSON COLLEGE UWC

1. Definitions

“Board” means the board of directors of Pearson College UWC

“College” refers to Lester B. Pearson College of the Pacific and United World Colleges (Canada) Inc. dba Pearson College UWC

“Policy” means this policy regarding diversity on the Board

2. Purpose

This policy sets out the College’s approach to diversity on its Board.

3. Policy Statement

The College is of the view that Board member appointment decisions should be based on merit and remains committed to selecting the best person to fulfill these roles. At the same time, the College recognizes that diversity is important to ensure that the profiles of Board members provide the necessary range of perspectives, experience and expertise required to achieve effective stewardship and management.

The ability to draw on a wide range of viewpoints, backgrounds, skills, and experience is critical to the College’s success. Furthermore, diversity helps ensure that a wide-variety of perspectives are brought to bear on issues, while enhancing the likelihood that proposed solutions will be nuanced and comprehensive. The College affirms the benefits of having a diverse Board and that it is an important element of good corporate governance, reflects the communities from where we draw our students and is essential in maintaining the distinctive nature of the College.

The College recognizes that Indigenous reconciliation is a significant aspect of diversity and acknowledges the important role that Indigenous peoples can play in contributing to the diversity of perspective on the Board.

In selecting qualified candidates to serve as directors of the College, a wide-range of diversity criteria are considered including gender, ethnicity, culture, and geography and measures ensuring that the Board, as a whole, reflects a range of viewpoints, backgrounds, skills, experience and expertise.

4. Board Appointments

The Board’s Corporate Governance and Nominating Committee, in consultation with the Board Chair, is responsible for recommending qualified persons for Board nominations that possess the competencies, skills, experience, leadership and level of commitment required of a director to fulfill Board responsibilities.

The Corporate Governance and Nominating Committee has developed a set of criteria for Board membership that strives to attain a diversity of background and skills for the Board.

In the process of searching for qualified persons to serve on the Board, the Corporate Governance and Nominating Committee strives for the inclusion of diverse groups, knowledge and viewpoints. In connection with its efforts to create and maintain a diverse Board, the Corporate Governance and Nominating Committee:

- develops recruitment protocols that seek to include diverse candidates in any director search. These protocols take into account that qualified candidates may be found in a broad array of organizations;
- periodically reviews Board recruitment and selection protocols to ensure that diversity remains a component of any director search;
- in order to support the specific objective of Indigenous diversity, ensures that Indigenous people are included in the short list of candidates being considered for a Board position; and
- although there is no quota on College alumnae on the Board, the Board recognizes the special value they bring to the Board.

5. Annual Review

On an annual basis, the Corporate Governance and Nominating Committee:

- assesses the effectiveness of the nomination process at achieving the College's diversity objectives outlined in this Policy;
- sets measurable objectives for achieving diversity and recommend them to the Board for adoption;
- measures the annual and cumulative progress in achieving its gender diversity targets; and
- monitors the implementation of this Policy.

6. Disclosure of Policy

The College will disclose on the College's public website:

- this Policy;
- the measures taken to ensure that the Policy has been effectively implemented;
- how the Board or its Corporate Governance and Nominating Committee considers the level of representation on the Board in identifying and nominating candidates for election or re-election to the Board;
- whether any members are Indigenous;