



## Frequently Asked Questions

### 1. Have there been any changes to the Council nomination and election process?

- No, there have been no changes to our standard process for this year. As with previous years, candidates will be notified by a third-party firm of their alignment with the skills, attributes and experiences prioritized for Council in 2023 following the completion of candidate interviews with the firm. A determination will then be made regarding who is interviewed by the Council Interview Group. We strive to notify no fewer than twice the number of candidates as there are Council seats available.

### 2. What is the Campaign Policy?

- In 2019, the Governance & Nominating Committee made a new *Campaign Policy* (Policy) pursuant to *Regulation 3-1: Council Nomination and Election Process*.
- This Policy applies to all candidates seeking election to the Council and it establishes rules with respect to solicitation of votes, use of campaign materials and endorsements. The Policy also sets out consequences for non-compliance.
- Candidates are permitted to solicit votes for their election to Council, provided they do not engage in mass solicitation by telephone or email during the election process. Under the Policy, candidates must, among other things, comply with all applicable privacy laws, the By-law, *CPA Code of Professional Conduct*, regulations and other policies of CPA Ontario, and must uphold standards of professionalism.
- Provided compliance with the requirements of the Policy, candidates may post on their social media for the purpose of increasing awareness about their candidacy.
- The Policy further provides that CPA Ontario will not provide the telephone numbers or email addresses of members to candidates for the purpose of soliciting votes.

### 3. Why did the Governance & Nominating Committee adopt these campaign changes?

- Due to the impact of technology on the voting process, the Governance & Nominating Committee established universally applicable campaigning rules to ensure that members' privacy rights are respected and that candidates are provided with a reasonable platform to solicit votes during the election process.

### 4. Where is the information about the Annual General Meeting?

- The Annual General Meeting will be held on Thursday, September 21, at 4 p.m. and the Notice of AGM will be sent in early September. Members will be notified on how to participate, via email and on our website.

### 5. If I submit my name for consideration, who will interview me?

- All candidates will be interviewed by a third-party firm based on the skills, attributes and experiences that have been prioritized by Council for 2023 and which support CPA Ontario's strategic objectives. Selected candidates will also be interviewed by the Council Interview Group.
- The Council Interview Group will not necessarily interview all candidates but will strive to interview at least twice the number of candidates as there are Council seats available.

- In keeping with the process of the last few years, candidates who most aptly align with the priority skills, attributes and experiences will be identified by Council as such when all candidates are announced as part of the regular election process.
- 6. What is likely to be covered in the interview with the third-party firm?**
- All questions will be tailored to the backgrounds of the candidates in relation to the prioritized skills, attributes and experiences.
  - All candidates will be invited for a one-hour interview.
- 7. How did you identify the skills needed for future candidates?**
- Council assessed current Council members and identified the skills, attributes and experiences that would support and enhance CPA Ontario's current strategic objectives.
- 8. A Council member suggested I consider running for election this year. Is that the same as being formally identified by Council as a strong candidate?**
- No. Being recognized as someone with skills, attributes and experiences that may be well aligned with Council and CPA Ontario's strategy does not guarantee that you will be formally identified. Council will determine which candidates will be identified as aptly aligning with the skills, attributes and experiences prioritized for 2023, supported by an independent, third-party firm.
- 9. If I ran for Council last year and was not elected, am I eligible to run again this year?**
- Yes. However, it is important to remember that Council re-evaluates the prioritized skills, attributes and experiences every year. Members who previously ran and were not identified may be identified if their backgrounds align with Council's updated needs. Also, Members who previously ran and were identified may not be identified if their backgrounds no longer aptly align with Council's updated needs.
- 10. If I am neither invited to participate in an interview with the Interview Group nor identified by Council as being aligned with this year's desired skills, attributes and experiences. Can I withdraw from the process?**
- Yes. However, we encourage anyone who believes they can make a difference to the profession to consider playing a role at CPA Ontario.
  - Be assured that members can vote freely and that all nominees (regardless of Council identification) have equal rights under the election process.
- 11. I feel that I would bring a lot of value to Council, but do not associate myself with the desired skills, attributes and experiences for this election process. Should I still apply?**
- Yes. Council will identify individual nominees based on this year's priority skills, attributes and experiences *in addition to* the larger context of their backgrounds.
  - Be assured that members can vote freely and that all nominees (regardless of Council identification) have equal rights under the election process.
- 12. Is the candidate election vetting process mandatory?**
- Yes. All candidates who wish to run for Council are required to participate in the vetting process. Such a process is a well-established best practice for boards and councils. It was implemented in 2017 and has been formalized in *Regulation 3-1: Council Nomination and Election Process*.
  - All candidates must first pass mandatory background and education verification checks.
  - All candidates will be interviewed by an independent, third-party firm in the first stage of the vetting process. This interview will be conducted by video between July 24 and 28.
  - During the second stage of the vetting process, a selected group of candidates will be interviewed by the Council Interview Group between August 29 and 30. Interviews with the Interview Group may be held in-person or may be virtual contingent on health protocols in place at the time. All

candidates will be discussed by the Interview Group and a decision will be made based on which candidates most aptly align with the 2022 skills, attributes and experiences.

- All reasonable expenses of the candidates will be covered by CPA Ontario.

**13. Is there a cap on how many candidates will be interviewed by the Interview Group?**

- No.

**14. Is there a cap on how many candidates will be identified by the Interview Group?**

- No.

**15. Is there an advantage to submitting materials early?**

- No. However, all materials must be submitted within the nominations window, and early submission will allow for more efficient and convenient interview scheduling. Nominations close on Sunday, July 23, 2023, at 5 p.m.