

Responses cannot be edited

# Amnesty International Canadian Section (English Speaking) Competency Framework Survey for Candidates to the Board

This self-assessment survey tool has been developed by the Nominations Committee to help in the process of identifying individuals with the relevant skills, experience and behaviours to serve as elected Board members of Amnesty International Canada.

The tool will be used to assess the competencies of both the existing Board and all candidates for election. The competencies reflect behaviours, skills and knowledge required for effective functioning at Board level. Some of the competencies are very specific to Amnesty International itself, while others are typical for Board level functioning in any large organisation. It is not expected that every individual Board member or nominee should be able to demonstrate a high proficiency in every area, but rather that the 10-member Board as a whole embodies the knowledge, experience and skills listed.

In practice you may have developed competence in a number of different ways, e.g. formal academic or professional training and qualifications; on the job experience in either paid or voluntary roles; or through self-development. For this reason, we ask that if you click on the higher end of a competency (i.e. you click on the 3rd or 4th option), you elaborate on your experience. Please note that for the 2019 Board, we are particularly looking for candidates with the following priority competencies: tbd.

Please complete the survey below:

\* Required

**Full Name: \***

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## Running for the position of: \*

- Director
- Chair
- Treasurer

### 1. Priority Competency: Human Rights \*

- I have a basic awareness and understanding of Canadian and international human rights issues and Amnesty International's mission.
- I have a reasonable awareness and understanding of Canadian and international human rights issues and Amnesty International's mission.
- I have solid awareness and understanding of Canadian and international human rights issues and Amnesty International's mission.
- I have an excellent awareness and understanding of Canadian and international human rights issues and Amnesty International's mission.

If you have checked off one of the last two options, please elaborate on your experience:

I have over 15 years of experience in human rights including labour rights, women's rights, and environmental rights, business and human rights, including forced labour in global supply chains.

Women's rights: I take an intersectional approach to examining women's rights and in developing federal policies, including a gender-based analysis + framework that focuses on exploring the impact of a measure on various identities in Canada.

I have knowledge of Canadian human rights laws and policies, including analysis on the Charter and the Ontario Human Rights Code. I have written submissions on the human rights of students in Ontario.

As legal counsel for the Canadian Transportation Agency, I reviewed cases involving human rights issues as they relate to access to the federal transportation networks. I provided legal analysis of human rights laws and policies.

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## 2. Priority Competency: Finance \*

- I have limited knowledge of financial and management accounting, including budgeting, planning, risk assessments and financial controls. I have limited personal exposure to voluntary or private fundraising schemes. I have limited personal exposure to voluntary or private fundraising schemes.
- I have a some knowledge of and experience with financial and management accounting, including budgeting, planning, risk assessments and financial controls.
- I am a fully qualified accountant with some experience with financial and management accounting, including planning, budgeting, controls, processes and risk management.
- I am a fully qualified accountant with extensive experience financial and management accounting including budgeting, planning, risk assessments and financial controls.

If you have checked off one of the last two options, please elaborate on your experience:

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### 3. Priority Competency: Fundraising \*

- I have limited personal exposure to voluntary or private fundraising schemes.
- I have moderate professional fundraising experience.
- I have participated in fund-raising activities at the professional and leadership level, as indicated below.
- I have advanced marketing and fundraising experience in a complex organization as demonstrated below.

If you have checked off one of the last two options, please elaborate on your experience:

During law school, I organized a year-long charity ball event to fundraise money for MSF Canada.

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### 4. Priority Competency: Diversity and Equity \*

- I have a limited understanding of the concepts of diversity and equity and how they relate to Amnesty International.
- I have a moderate understanding of the concepts of diversity and equity and how they relate to Amnesty International.
- I have an above average understanding of the concepts of diversity and equity and how they relate to Amnesty International.
- I have a proven track record of leadership in advancing diversity and equity, and understanding how they relate to Amnesty International.

If you have checked off one of the last two options, please elaborate on your experience:

As the only Black female lawyer in the positions I have occupied, I have gained valuable insight into the limitations of organizations that do not create and retain diverse talent. I deliver workshops and speaking engagements to firms and companies on implicit bias, diversity and inclusion.

As a founder of P4D, I advise schools and school boards on equity, discrimination, diversity and inclusion.

I conduct gender-based analysis+ in the development of policies, where I advocate for these processes to truly capture the diverse and intersectional experiences of the Canadian population, focusing on how intersecting identities experience human rights differently.

I believe that organizations, such as Amnesty, that work with marginalized and under-represented groups benefit when those with decision-making responsibilities have the lived experiences with issues on which Amnesty advocates.

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## 5. Priority Competency: Working with Youth \*

- I have a limited understanding of how to implement youth-inclusive policies and practices, my level of engagement with youth is minimal, and I am unfamiliar with Amnesty International's priorities for working with youth.
- I have a moderate understanding of how to implement youth-inclusive policies and practices, my level of engagement with youth is moderate, and I am somewhat familiar with Amnesty International's priorities for working with youth.
- I have an above average understanding of how to implement youth-inclusive policies and practices, my level of engagement with youth is strong, and I am familiar with Amnesty International's priorities for working with youth.
- I have a proven track record of leadership in advancing youth-inclusive policies and practices, my level of engagement with youth is very high, and I am familiar with Amnesty International's priorities for working with youth.

If you have checked off one of the last two options, please elaborate on your experience:

As a founder of Parents for Diversity, I deliver workshops and speaking engagements on youth issues, such as discrimination and inclusion as well as talks to youth on diversity and empowerment. I have drafted extensive written submissions on human rights issues affecting racialized, indigenous and 2SLGBTQ+ students.

I collaborate with Action Canada for Sexual Health and Rights, to address issues affecting 2SLGBTQ+ youth, including the importance of an inclusive health and physical curriculum in schools across Ontario.

With the Ottawa Young Black Professionals and the Black Law Students Association, I led youth engagement in Ottawa and Montreal to pursue opportunities in post-secondary education.

As a community representative on the Parent Involvement Committee for the OCDSB I advocate for equity issues affecting youth, namely Indigenous, 2SLGBTQ+ and racialized students.

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## 6. Priority Competency: Human Resources and Organizational Development \*

- I have limited understanding HROD policies and practices, how they are created, implemented and monitored.
- I have a partial understanding HROD policies and practices, how they are created, implemented and monitored.
- I have a solid understanding of and limited experience with HROD policies and practices, how they are created, implemented and monitored.
- I have a deep understanding of and extensive experience with HROD policies and practices, how they are created, implemented and monitored.

If you have checked off one of the last two options, please elaborate on your experience:

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## 7. Priority Competency: Governance Experience \*

- I have no or little experience serving on the Board of a national, regional or local organization, or leadership role on a comparable organization, including student councils, high school/local/university Amnesty groups).
- I have 1 to 3 years of governance experience as a Board member of a national, regional or local organization, or leadership role with a comparable organization, including student councils, high school/local/university Amnesty groups).
- I have 3 to 5 years of governance experience as a Board member of national, regional or local organization, or leadership role on with a comparable organization, including student councils, high school/local/university Amnesty groups, as indicated below.
- I have more than 5 years experience and leadership in directing a national, regional or local organization, or comparable organization, including student councils, high school/local/university Amnesty groups, as indicated below.

If you have checked off one of the last two options, please elaborate on your experience:

As a founding member of Parents for Diversity more than 3.5 years ago, I:

- Prepare to become a federally incorporated not-for-profit organization;
  - Lead strategic planning to achieve short-term and long-term objectives
  - Supervise volunteers and interns
  - Create and deliver monthly workshops across schools and communities
  - Present at conferences on issues related to discrimination, diversity and inclusion in schools
  - Advise and engage with all school boards in Ontario, and with families and community leaders on issues relating to equity, inclusion, diversity and discrimination
  - Represent Parents for Diversity in meetings with senior government officials, including the Attorney General, to discuss student's rights in education
  - Apply for funding opportunities, including grants
  - Create, design and maintain website, social media accounts, logos and communications strategies
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## 8. Competency: Legal Knowledge \*

- I have some limited and basic knowledge of Canadian laws governing charities and not-for-profits.
- I have a reasonable knowledge of Canadian laws governing charities and not-for-profits.
- I am a lawyer with some knowledge of and experience with Canadian laws governing charities and not-for-profits.
- I am a lawyer with a high degree of knowledge of and experience knowledge of Canadian laws governing charities and not-for-profits.

## 9. Competency: Gender Mainstreaming \*

- I have a limited understanding of the concepts of gender equality and gender discrimination and how they relate to Amnesty International.
- I have a moderate understanding of the concepts of gender equality and gender discrimination and how they relate to Amnesty International.
- I have an above average understanding of the concepts of gender equality and gender discrimination and how they relate to Amnesty International.
- I have a proven track record of leadership in advancing gender equality and gender discrimination, and understanding how they relate to Amnesty International.

**If you have checked off one of the last two options, please elaborate on your experience:**

An important aspect of gender mainstreaming is to include all gender perspectives, using an intersectional lens to explore gender equality. I have achieved the following:

- I led a gender-based analysis+ framework for examining the impact of FTAs on women
  - I have negotiated and drafted legal provisions related to gender rights in Canada's FTA negotiations, including the CUSMA. I have conducted extensive research and analysis on laws and policies affecting women's rights in countries around the world.
  - As a member of the board of directors of EcoEquitable, I develop projects to provide employment and skills training to new immigrant and underemployed women.
  - I deliver speaking engagements to law firms and companies about how to address gender equality for under-represented women.
  - I have also worked on women's reproductive and family rights in Canada and abroad on the CEDAW.
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## 10. Institutional Knowledge of Amnesty International Canadian Section (English Speaking)

Check all that apply

- I have a good understanding of AI Canada's priorities for the period 2016-2020.
- I have attended one or more Annual General Meetings (AGMs) and have a good understanding of decisions made at recent AGMs.
- I have held a leadership position within my local Amnesty group/network and have been actively engaged in conversations related to national and international governance issues with my group.
- I have served on one or more national-level committees within AI Canada (e.g. Nominations Committee, Fieldworker Coordinating Council, Coordinators Council, ICM Delegation, AICES Board etc.).

If you have checked off one of the last two options, please elaborate on your experience:

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## 11. French and/or Spanish language skills \*

- I have a rudimentary knowledge of French and/or Spanish. I learned French in school but have not had much reason to use it since.
- I am able to converse comfortably in French and/or Spanish.
- I can communicate fluently in French and/or Spanish, both verbally and in informal writing
- I am confident in my ability to make presentations in French and/or Spanish as well as read professional documents in French

**If you have checked off one of the last two options, please elaborate on your experience:**

Parents for Diversity is an organization committed to diversity and inclusion. As a result, we deliver our workshops in both official languages and serve parents and communities in Ottawa and Gatineau in French and English. We also work with all school boards, including the French school boards. In doing so, I deliver presentations in French as well as read professional documents in French.

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*Submitted 4/21/19, 7:20 PM*