

# 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:

**Full Name: \***

Marilyn Verghis

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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:

As a student at McGill University I focused on issues of international human rights over the course of my degree in International Development and Women's Studies. In particular, I explored a number of human rights issues from the framework of critical postcolonial theory, which requires a broad understanding of global history and the relationship between colonization, power, wealth and inequality. Prior to my studies I had lived for four months in Tanzania and six months in Rwanda working with local international development organizations that were involved in human rights work. I also completed internships with human rights organizations, including at the Montreal Institute for Genocide and Human Rights Studies, Human Rights Watch and as an Oslo Scholar of the Human Rights Foundation.

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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:

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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:

I am a full-time Diversity Equity and Inclusion (DEI) professional, working as a DEI specialist at one of the busiest and largest hospital systems in Ontario. I am also the Equity Committee Chair of an esteemed national women's organization, Equal Voice Canada, where I have brought considerable expertise and DEI strategy to my work as a Director at Large of the national board. I serve the board of Ontario's leading DEI education organization, Harmony Movement and founded and currently lead a rapidly growing youth-led equity advocacy organization, Vision Brampton, in my hometown of Brampton, Ontario. Perhaps more importantly, I am bringing my lived experience as a young, first-generation woman of colour and the unique insights and experience of how to systematize DEI for meaningful inclusion of intersectional people and communities within non-profit boards.

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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:

One of the great ways to show allyship to youth and meaningfully include us beyond speaking about us, is to include young people at decision making tables. As a young person myself, I have been involved in advocacy for youth involvement at the national and international levels as a student delegate to the United Nations Commission on the Status of Women, the Oslo Freedom Forum and as the youth representative of the official Canadian ministerial delegation to the United Nations High Level Political Forum. I am a youth leader in my community and have spent the last several years mobilizing my peers toward collective action, as a student organizer and, since graduating, as the founder of an entirely youth-led equity advocacy and civic engagement organization that is the first of its kind in underserved communities of Brampton, Ontario.

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

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- 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:

At McGill University I was the Equity Commissioner of the largest student organization on campus for two terms, and the elected President of the International Development Studies Students Association, one of the largest student academic associations and a number of other student leadership positions. Despite my youth, I have also had the privilege of serving for the past two years as a Director at Large of a national organization, Equal Voice Canada, and one year as a Director of the Board of Harmony Movement.

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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:

Gender justice is my passion and intersectional postcolonial feminism has been the focus of my academic studies, my professional engagements in the international sector as well as an ongoing part of my daily work as a DEI professional. My academic focus in gender underpinned both my studies in International Development as well as my minor in Women's studies, spanning topics as diverse as transnational surrogacy, gendered labour migration and gender in peace and security, among many others. At the health system I work in, comprising of three large hospitals, I am the co-Chair of the largest employee affinity group, the women's committee with hundreds of members across the organization, and have spearheaded the largest women's mentorship event of the organization. Throughout my academic work, gender has been the most important crosscutting theme and a deep personal passion.

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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:

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