

# 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 behaviors, 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 organization. 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 2018 Board, we are particularly looking for candidates with the following priority competencies: Finance and accounts management, Human Rights, Working with Youth, Gender Mainstreaming and Diversity and Equity.

Please complete the survey below:

**Full Name:** \*

Sarah Damberger

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**Running for the position of:** \*

- President
- Vice-President
- Treasurer
- Director

## 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've been involved with Amnesty in multiple volunteer leadership roles, many of which focused on activism and sharing information about Amnesty's work in Canada and internationally.

I have given many presentations to schools and community groups, with audiences ranging from 5 or 10 people to more than 150. In these presentations, I provide in-depth summaries of our campaigns, including women's rights and violence against Indigenous women and girls, among others.

I have also represented Amnesty at events and panel discussions and participate in campaigns and actions throughout the year.

At the board level, I find ways to incorporate activism and human rights work into the governance work I do. I am responsible for drafting two or three urgent action letters for the board to sign at each meeting and organized the board's Write for Rights fundraising initiative this past year.

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## 2. 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:

I currently work as a management consultant, but my previous role was in marketing and communications at STARS air ambulance, a donor-funded non-profit organization that provides emergency medical care and transport. In addition to strengthening my skills in communications strategy and planning, this role gave me a strong appreciation for and understanding of fund development and the challenges non-profits face.

I worked closely with the foundation team to plan and execute digital fundraising campaigns, charitable lotteries, and fundraising events. I was also involved in stewardship and recognition activities for individual and corporate donors.

My time on the Amnesty Canada board has also given me a thorough understanding of the methods and techniques Amnesty uses to fundraise as well as our major sources of revenue and financial planning and budgeting processes.

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### 3. Information Technology \*

- I have little knowledge of IT beyond my use of computers for basic needs such as email, word processing, etc.
- I have experience with a variety of software and platforms as a user.
- In addition to strong computer skills, I have been involved in the design or implementation of IT systems from the user or customer point of view, as detailed below.
- I am an IT professional with substantial experience designing and implementing complex systems in the not-for-profit sector or elsewhere, as indicated below.

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

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### 4. Priority 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:

I have always been very passionate about women's rights and gender equality. The Amnesty cases I am often most drawn to are related to women's rights, gender equality, and LGBTQI rights. I've given a number of presentations on the subjects of violence against Indigenous women in Canada and women's sexual and reproductive rights and have participated in pride events, providing information on Amnesty's work with LGBTQI rights.

In addition to my Amnesty work in this area, I've taken several courses at the U of C focused on feminist theory and intersectionality and have attended numerous events, symposiums and conferences related to gender equality. I am eager to continue supporting Amnesty's work to keep gender mainstreaming a priority, as outlined in our Vision 2020 goals.

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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:

Another area of work I'm particularly passionate about is youth participation within the Amnesty movement.

Eight of my nine years of activism and volunteer leadership with Amnesty have been spent as a youth member or supporter. I've been a member of a university club, presented at many schools and worked with high school groups in Calgary. I've used many of the resources we have available to youth at Amnesty Canada, but also know that there is much more work to be done to ensure our organization is more inclusive and accessible to youth across the country.

We must continue to improve the way we operate to provide youth with meaningful opportunities to become involved as well as the support and resources they need to thrive in volunteer leadership positions. Young people and their perspectives are necessary to the movement if we are going to continue to grow and develop in the future.

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## 6. 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 a human rights organization, diversity, equity and inclusion are a key part of what we're hoping to achieve through our work. Unfortunately, these concepts are not always inherent in the work we do or within the way we operate. While we are often well intentioned, it is still very possible for us to create situations and policies that are non-inclusive or oppressive.

We must work harder to create a more inclusive and accessible organization for our current volunteers and members as well as individuals who may not have joined our organization in the past because they did not feel welcome or accepted. Providing more training and education to our staff and volunteers and finding non-tokenistic ways to create space for diverse voices and perspectives are good ways to get started, but there is still more that needs to be done to better integrate these concepts into all of the work we do.

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## 7. 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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## 8. 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:

I have been a board member with Amnesty Canada (ES) for 2 years. My time on the board has given me a deep understanding of AICES' role in the global movement, our strategic priorities, and the challenges we face. I've worked on the nominations, elections, audit & finance, and AGM planning committees and am currently working with the Amnesty Consultation Team to facilitate a section-wide consultation evaluating our AGM model.

I also served on the executive team of the U of C Amnesty group for 4 years and helped lead the Calgary group for 3 years. During my time at the U of C, I was also an elected representative on the Students' Union and participated in governance work on several union, faculty and university-wide committees. I am currently the chair of the Faculty of Arts Alumni Advisory Council and a member of the Alumni Affinity Communities sub-committee of the U of C Alumni Board.

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## 9. 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.

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

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## 10. Priority Competency: Finance \*

- I have limited knowledge of financial and management accounting, including budgeting, planning, risk assessments and financial controls.
- 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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## 11. Communications \*

- I have limited knowledge of strategies for communicating with members, the human rights community in Canada, diverse audiences, and the general public, including through social media.
- I have some knowledge of strategies for communicating with members, the human rights community in Canada, diverse audiences, and the general public, including through social media.
- I have above-average knowledge of and experience with strategies for communicating with members, the human rights community in Canada, diverse audiences, and the general public, including through social media.
- I am a communications professional with deep knowledge of and extensive experience with strategies for communicating with members, the human rights community in Canada, diverse audiences, and the general public, including through social media.

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

I hold a Bachelor of Arts Honours degree in Communications Studies from the University of Calgary, which focused on communications theory/strategy, public speaking, and technical writing.

My previous role was as a Communications Coordinator for STARS air ambulance, a non-profit air medical transport service. My role included media/donor relations, social media strategy, and content creation for various platforms.

I now work at a management consulting firm on a range of projects dealing with change management and communications strategy and planning. I also work as an independent communications consultant and use web/social media tools to implement communications plans and strategies.

I'm interested in helping AICES continue to communicate quickly and effectively to grow our activism and there's opportunity for growth in this area, particularly in the digital realm.

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## 12. 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:

My 9 years of activism with Amnesty have given me a thorough understanding of our organizational structure, human rights campaigns, and strategic priorities. My board work has deepened this understanding of our organizational priorities and plans to achieve our Vision 2020 goals.

I've worked on AICES' nominations, elections, and audit and finance committees. I was actively involved in the AGM planning committee for the 2017 AGM in Calgary and am currently working with the Amnesty Consultation Team to facilitate a section-wide consultation evaluating our AGM model.

I've also held a variety of leadership roles with Amnesty groups in Calgary and have collected feedback from and engaged with members about several issues and initiatives, including conversations about the draft 2020 Vision document for AICES.

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### 13. 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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