

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: *

Sarah Koch-Schulte
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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:

- Former staff with several human-rights orgs: Amnesty International, Plan International, American Friends of the United Nations Population Fund. I have nurtured my professional and personal networks in the human rights movement for 3 decades, and sought to maintain and advance my knowledge of the field.

- Co-author of "Can Anyone Hear Us? Voices of the Poor" early in my career (2000, Oxford University Press) reviews: "Visions of development as seen by the underdogs of society. Can Anyone Hear Us? helps us understand the real nature of development" - Dr. Amartya Sen; "... establishes the importance of voice and power in poor people's definitions of poverty" - Dr. Joseph Stiglitz; "a remarkable testimony" - Dr. George Carey, Archbishop of Canterbury.

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:

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:

- Current Head of Philanthropy at Prince's Trust Canada, advancing Indigenous initiatives, unlocking youth talent & supporting military veterans. We have just announced Amal Clooney Award to honour young women change-makers
 - With 15 yrs fundraising experience, I've led a major gifts & planned gifts team of 9 to solicit \$42M and increase cash revenue by 120% to \$5.7M from \$2.6M,
 - Previous Advancement Director at Mount Sinai Hospital Foundation overseeing emergency medicine portfolio and soliciting \$15M to secure \$3.8M in gifts in my first year.
 - Former Campaign Director with KCI Philanthropy (Canada's largest fundraising firm) to triple major giving at \$100K+.
 - Was AIUSA staff where I collaborated with human rights leaders to exceed personal revenue goals for 4 consecutive yrs. Promoted to Senior Development Officer, at which time I trained & aligned a team that doubled in size.
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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:

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:

- During my time with AIUSA, I had to opportunity to see Amnesty in operation as a youth-centred human rights movement and learn that the average age of an AIUSA activist is 14. Former AIUSA Executive Director and AI Deputy Secretary General Larry Cox was passionate about the role of young people to advance human rights globally.
 - For the past 3 years I have worked with 2 youth-inclusive orgs: Prince's Trust Canada & Plan International. Advancing youth advisory groups & youth leadership programs, with diverse young people is an area of familiarity. Youth safeguarding is also key. Prince's Trust UK is the largest youth charity in the country with 930,000 young people impacted in 40+ years. My time at both organizations has deepened my understanding that 60% of the 2.4 billion people in Commonwealth countries are youth under 29 years old.
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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:

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:

I have served on 5 years experience serving on 3 boards of comparable organizations:

- Former Board Director: Association of Fundraising Professionals (AFP) Golden Horseshoe chapter - led committee, attended meetings, advanced volunteer membership, represented 30,000 members
- Former Board Director: RAIN for the Sahel & Sahara - led benefit committee for 3 years, contributed to all board meetings, advanced organization networks in philanthropy, pro-bono fundraising consultant to Executive Director and staff with monthly sessions
- Former Social Director, elected to Student Council of my high school to organize all social events for the year, led youth committees, and oversaw event budget with positive revenue.

* Additionally, I have coached Board Leaders & contributed at Board Meetings of Prince's Trust Canada, Plan Int'l, Mt Sinai Hospital Foundation. Many lessons were learned.

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:

- I wrote the chapter on gender and household relations in 47 countries in the book I co-authored early in my career (see above details).
 - Advancing gender equality is at the heart of the work of 3 prior organizations where I have been staff: Plan International, Amnesty International USA, and Americans for UNFPA (United Nations Population Fund). In all the organizations, I have had the opportunity to work closely with programs staff implementing gender equality programs with women, men, girls and boys – ie) see USA programs with Indigenous women leaders, Uganda programs in Kampala with boys & girls, sub-Saharan Africa programs with maternal health and women's access to healthcare. I hope to contribute my combination of gender research and fundraising knowledge of gender equality, with my experiences in the field.
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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:

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:

Submitted 4/13/19, 8:33 PM