



Board Recruitment Process

Board recruitment is an ongoing process. We anticipate our recruitment effort to take place during December 2020 and January 2021 and to begin announcing new Board members in February 2021.

Application

Candidates submit an online application:

- As defined in the bylaws of the organization, the Board Nominations Committee (BNC) receives applications.
- The BNC acknowledges receipt of the application via email from nominations@bostonpride.org within 1-2 days.
- BNC performs initial review of applications to move forward.

Review Process

The Transformation Advisory Committee (TAC) and the BNC shall perform the following tasks within a 2-week period:

- TAC/BNC performs a review, evaluation and vetting of applications and candidates.
- TAC/BNC will review and evaluate the applications and candidates based on criteria such as:
 - Relevant Diversity, Access, Inclusion, Equity experience
 - Relevant skill set
 - Relevant experience
 - Balance / Board needs
- TAC/BNC shall collaborate to submit a recommended list of potential candidates to the entire Board.

Interviews

Board and TAC interviews the recommended candidates, this process should not take more than 2 weeks:

- Interviews will be conducted in teams of no less than 1 board member and 1 TAC member.
- A final recommendation of candidates is submitted to the Board for consideration.

Selection

The President of the Board holds an ad-hoc board meeting for the sole purpose of reviewing and voting on the recommended candidates

- The Board shall vote on candidates presented, and candidates with a majority vote will be confirmed.
- If confirmed, the Board will notify the new board member.
- The Clerk will issue a welcome letter including information and review the on-boarding process with the new board member.
- If a candidacy is declined, the Board will be responsible for informing the candidate.

Notes:

All applications will be tracked in a Google Sheet and shared with the entire Board with basic information such as date of application, decision if they were accepted or declined and at what stage for tracking purposes only. Anticipated turnaround from board application to vote is 30-40 days.