



Alberta Elevating Devices  
& Amusement Rides  
Safety Association

### **AEDARSA Board of Directors Equity, Diversity, and Inclusion Policy**

This policy is intended to provide a framework for inclusion to promote equity diversity and inclusion in the Board of the Alberta Elevating Devices and Amusement Rides Safety Association [AEDARSA].

#### **AEDARSA Board of Directors EDI Statement**

The AEDARSA Board of Directors believes in the benefits diversity brings and recognizes that diversity contributes to the formation of a strong organization. Having a board composed of people with diverse skills, experience, backgrounds, and perspectives can contribute to many of the following: a robust understanding of opportunities, issues and risk inclusion of different concepts, ideas and relationships enhanced decision-making and dialogue heightened capacity for oversight of the organization and its governance.

For purposes of board composition, diversity includes, but is not limited to, skills and experience, gender, race, culture/ethnicity, sexual orientation, income, ability, age, and language.

The AEDARSA Board of Directors and its Governance and Nomination Committee will make good use of these differences and distinctions among individuals to determine the optimum composition of the board. Some best Practices may include, but are not limited to; skills, experience, independence, knowledge, and merit while complying with Association Bylaws.

This policy applies to the Board of AEDARSA and will be appended to its Governance and Policy Manual. It should be noted this policy is not intended to apply to employee diversity, which is covered by a separate policy created for that purpose in the AEDARSA Organizational HR Manual.

To achieve its diversity aspirations, the AEDARSA board will:

- factor in sectors required to represent AEDARSA in its bylaws
- ensure the board's composition considers the balance of skills, experience, knowledge, perspectives, independence, and characteristics in alignment with the strategic needs of AEDARSA and Alberta's Safety system
- identify suitable candidates for nomination to the board election process, considering candidates on merit against objective criteria, and with due regard for the benefits of diversity and do its best to maintain an ongoing list of potential candidates
- monitor and report annually
- create a corporate governance section of AEDARSA's annual report

#### **AEDARSA Board of Directors EDI Principles**

AEDARSA will be intentional in ensuring diversity and inclusion. Credibility is enhanced through board and leadership diversity. There is a significant relationship between board and leadership diversity. AEDARSA will pursue a well-rounded, diverse, and credible approach to ensuring board and leadership diversity.

The board values a diversity of voices and sees the value that they can contribute to creative and innovative thinking within the organization. To ensure the diversity strategy of the organization is viewed as a legitimate process, all recommendations will be made on merit. However, the board acknowledges that there are many different skills and knowledges that will enhance the board and its decision-making.

Being transparent and public about the board diversity and inclusion strategy is a helpful step in holding the board accountable, setting an example, and providing leadership in the sectors it serves. Accessibility is enhanced through a powerful collective voice.

The board will balance the intent of this policy with the need to be a powerful voice for diversity in all its forms.

This Policy Has been Approved by the AEDARSA Board of Directors.  
It is also included as an Appendix in the AEDARSA Policy & Governance Manual.  
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Gord Pattison, CEO, AEDARSA

Jamie Tiessen, Chair, AEDARSA Board of Directors