

# EMBRAVE

AGENCY TO END VIOLENCE

## Posting for Board Members: Embrace

Embrace is an anti-violence organization providing shelter, counselling and advocacy supports for women, 2spirit, genderqueer, trans and nonbinary folks and their children experiencing any form of violence in the Region of Peel and beyond. The policies of Embrace are informed by an integrated Feminist, Anti-Racist, Anti-Oppression, Social Justice and Harm Reduction framework. We understand Gender Based Violence (GBV) impacts women and trans folks disproportionately. We understand that survivors' experiences of violence are compounded by intersecting forms of racism and oppression.

## Vision Statement

To create social change where survivors have economic, social, and political justice; and all forms of violence are eliminated in the lives of all survivors and their communities.

## Board Composition

Embrace Agency to End Violence is governed by a volunteer Board of Directors who are committed to the purpose and mission of Embrace Agency to End Violence. Although Board Members do not represent community, constituency, or organization in Board service, the composition of Embrace Agency to End Violence should reflect as much as possible the character and nature of the communities we serve. To that end, the Board will apply the following recruitment considerations:

- Individuals who understand from their personal experiences, work, and/or volunteer activity, issues important to vulnerable and marginalized community members
- Individuals who share and uphold the organizations values of feminism, anti-racism, anti-oppression and its harm reduction framework
- Individuals who reflect the diverse communities and identities of the Peel Region are encouraged to apply

This is consistent with Embrace Agency to End Violence's commitment to principles of access and equality in its staff, board, committee, and volunteer recruitment.

Individuals with Finance, Employment Law, and Human Resources experience are strongly encouraged to apply.

Board members are expected to:

- Prepare for and attend Monthly Board meetings (3 hours, on the last Monday of the month)
- Participate in committee and other Board-related responsibilities as needed (3 hours per month, on the 2nd or 3rd Monday of month)

Board meetings are generally held remotely, access to the internet is required.

Interested candidates are asked to complete the attached Board Member Application and submit it, along with their resume and cover letter, to: [executive@embrace.ca](mailto:executive@embrace.ca)

P.O. Box 45070, Mississauga, ON L5G 1C9

T. 905.403.9691 | F. 905.403.9808 | [info@embrace.ca](mailto:info@embrace.ca)

[embrace.ca](http://embrace.ca)

**Embrace Brave.**  
**Inspire Bravery.**



**Embrave Agency to End Violence Board Member Application**

Name: \_\_\_\_\_ Street Address: \_\_\_\_\_  
City: \_\_\_\_\_ Postal Code: \_\_\_\_\_  
Email: \_\_\_\_\_  
Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_  
Work Phone: \_\_\_\_\_  
LinkedIn (optional): \_\_\_\_\_

1. Why are you interested in joining the Embrave Agency to End Violence Board of Directors?  
Please answer as fully as possible.

\_\_\_\_\_

2. What do you think are a few issues of particular concern for not-for-profit organizations?

\_\_\_\_\_

3. What do you consider to be the most significant challenges experienced by survivor of gender-based violence?

\_\_\_\_\_

4. Why do you believe that you would be an excellent candidate for the Embrave Agency to End Violence Board of Directors?

\_\_\_\_\_

5. Please list any previous volunteer experience/ community participation:

\_\_\_\_\_

6. Please list any specific skills and experience relevant to the role of Board member:

\_\_\_\_\_

7. Please list any education/ accreditations relevant to the role of Board member:

\_\_\_\_\_

8. Do you have previous experience as a Board member? If yes, please list when and where:

\_\_\_\_\_

9. Please rate your competency in the following areas (0-4 from least proficient to most):

Strategic Planning	
Fundraising Experience	
Finance & Budgeting Experience	
Program Development	
Community Development	
Human Resources	

10. Please select the area(s) of interest you are looking to be involved in as a Board member (please select all that apply):

- Fundraising
- Finance
- Strategic Planning
- Programs & Community
- Human Resources
- Bylaw & Membership
- Nominations

11. Do you identify as having lived in and/or experienced poverty, homelessness, violence?

12. In reflecting community diversity on our board, we encourage applicants to identify as belonging to any of these social identities (please select all that apply):

- First Nations, Metis, or Inuit peoples, and all other Indigenous peoples
- Members of groups that experience discrimination due to race, ancestry, colour, religion, spiritual beliefs, or place of origin
- Persons of marginalized sexual orientations

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- Persons with visible and/or invisible disabilities
- Survivors of the psychiatric system/consumer survivors
- Two-Spirit, genderqueer, trans and non-binary people

Please submit this application along with your resume and cover letter to [executive@embrace.ca](mailto:executive@embrace.ca)

Your application will be reviewed by the Board and successful candidates will be invited for an interview. Thank you for your time and interest in Embrace Agency to End Violence.