



PRIDE CENTRE  
OF EDMONTON

**At a Glance Report: The Election of the Board and Hiring Of the Executive Director**  
July 24, 2019

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*Board of Directors: Candidate Search*

- An open invitation to be nominated was advertised broadly using:
  - Pride Centre of Edmonton mailing list (individuals and organizations),
  - Social media
  - Posters
  - Verbal communication

*Socio-Economic Considerations*

The board application required membership of the PCE - \$25 membership fee.

- A waiver of the membership fee could be requested - all requests for fee waivers were accepted.
- Membership of PCE enabled people to vote for candidates.

*Open Application Format*

- Board applications could be made in a variety of formats:
  - Audio message
  - Application forms - Google Forms or hardcopy
  - Video message link
  - Resume
  - Open letter
  - Links to other ways for applicants to present themselves
- Deadline extended from June 10th until June 17th due to community feedback.
- 13 applications were received.

*AGM Open Event - June 22nd*

- The public invitation was broadly advertised - similar to the Board Application.
- Invitation included an opportunity to purchase membership of the PCE.
- The University of Alberta was selected for the AGM venue because:
  - Non-aligned location
  - Handicap accessible
  - Served by the LRT
  - Adjacent parking
  - Lunch was provided
- All Board vacancies were filled during the meeting.



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*Executive Director: Candidate search*

- An open invitation to apply was advertised broadly using:
  - Pride Centre of Edmonton mailing list (individuals and organizations)
  - Social media
  - Posters
  - Verbal invitations to individuals:
    - Attending programs
    - Visiting the Centre
- More than 30 applications were received.

*Screening*

- Key factors:
  - Technical qualifications
  - Lived experience of the community
  - Knowledge of issues faced by marginalized 2SLGBTQ+ persons
- 12 candidates were selected for further review.
- Of the selected 12, a total of 4 candidates were selected to participate in the first interview.

*Two Stages of Interviews*

*Stage 1: Technical Skills and Qualifications*

- Interviewers from community partners:
  - Representative, Edmonton Menonite Centre for Newcomers
  - Representative, Community Member
  - Representative, Community Partner (HIV Edmonton)
  - Board Member, Pride Centre of Edmonton
  - Interim Advisor, Pride Centre of Edmonton
- Focused on technical skill sets related to the position:
  - Budgeting
  - Fund development
  - Policy development
  - Personnel management
  - Board experience
- 2 candidates were selected by this set of interviewers to proceed to Stage 2.



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*Stage 2: Community Reference Check*

- Interviewers:
  - Representative, Shades of Colour
  - Representative, RaricaNow
  - Representative, Edmonton 2 Spirit Society
  - Representative, 2SLGBTQ+ Seniors Group
  - Representative, Board Member, Pride Centre of Edmonton\*
- *Focused on fit and acceptability within the service community.*

*\* The same Board Member of the Pride Centre of Edmonton was present for both set of interviews to maintain continuity of the process.*

At this time, each group consulted amongst themselves and both came to a unanimous, independent agreement that Estefania Cortes-Vargas was their preferred candidate and proceeded to recommend their decision to the Board of Directors. The AGM and Board elections had taken place by the time the recommendation was ready, so the decision was made by the new, full 15-member Board of Directors.

**Estefania Cortes-Vargas accepted the position and commenced on July 3rd, 2019.**