

Info sheet: Election of Directors

The directors must, to the extent possible, be comprised of an equal representation of both women and men (without prejudice to gender diverse people).

This is essentially gender quotas, without prejudice to gender diverse people.

The president gets elected first.

The 6 remaining director positions are then filled.

If there are 6 or fewer candidates, they are all deemed elected without a vote. Policy will ensure that, in the lead up to the AGM, vacancies will be promoted widely so that different people have the opportunity to nominate. If enough nominations have not been received to achieve the required level of gender diversity by the week leading into the AGM, policy will mandate that all members will be notified for the situation and the call for nominations repeated in a further attempt to ensure gender diversity.

If there are more than 6 candidates, a vote is held. The results of the vote will rank candidates in order from most votes received to fewest votes received.

The director positions are filled by going down the list of ranked candidates, skipping over a candidate of a particular gender if their appointment (ahead of someone further down the ranked list) is going to lead to a board that is not, to the extent possible, comprised of an equal representation of both women and men.

If there is a tie for the last board position (that is not resolved by selecting the candidate that balances gender on the board), the Chair of the meeting must break the tie. While the Chair has the right to a casting vote, it is custom that the Chair resolve ties by conducting a run-off vote between the tied candidates. If there is still a tie after a run-off, the winner should be determined by chance, e.g. a coin toss or drawing lots.

Example A

A female is elected president. 3 males and 3 females nominate for the remaining 6 director positions. They are all deemed elected.

Board composition: 4 females, 3 males

Example B

A male is elected president. 3 males and 3 females nominate for the remaining 6 director positions. They are all deemed elected.

Board composition: 3 females, 4 males

Example C

A male is elected president. 4 males and 3 females nominate for the remaining 6 director positions. All 3 female candidates and 3 of the 4 male candidates will be elected. The ballot paper looks like this:

- Andrew
- Beth
- Charlotte
- Donald
- Edward
- Fred
- Georgia

Members can tick 0 (abstain) to 6 candidates. If a member ticks more than 3 boxes, their vote is invalid and discounted.

All 3 female candidates and 3 of the 4 male candidates will be elected. The lowest ranked male will miss out.

It may seem redundant to include the 3 females on the ballot, but some important metrics may be gleaned by keeping the vote to be for all 6 director positions instead of a subset. It also reinforces that members are electing all their representatives.

Board composition: 3 females, 4 males

Example D

A female is elected president. 4 males and 3 females nominate for the remaining 6 director positions. Either 3 females and 3 males, or 2 females and 4 males will be elected. The ballot looks like this:

- Andrew
- Beth
- Charlotte
- Donald
- Edward
- Fred
- Georgia

Members can tick 0 (abstain) to 6 candidates. If a member ticks more than 6 boxes, their vote is invalid and discounted.

i. Vote results in 3 females and 3 males being elected

- 90 - Andrew [elected]
- 90 - Charlotte [elected]
- 90 - Georgia [elected]
- 86 - Fred [elected]
- 85 - Beth [elected]
- 35 - Georgia [elected]
- 15 - Donald

Board composition: 4 females, 3 males

ii. Vote results in 2 females and 4 males being elected

90 - Andrew [elected]
90 - Charlotte [elected]
90 - Edward [elected]
86 - Fred [elected]
85 - Beth [elected]
35 - Donald [elected]
15 - Georgia

Board composition: 3 females, 4 males

iii. Vote results in 3 females and 3 males being elected after a tiebreak

90 - Andrew [elected]
90 - Charlotte [elected]
90 - Edward [elected]
86 - Fred [elected]
85 - Beth [elected]
35 - Donald [tiebreak required]
35 - Georgia [tiebreak required]

Donald and Georgia tie for the last spot on the board, which currently is comprised of 3 females and 3 males, meaning a female or male can be elected to the last vacant position. The Chair needs to resolve the tie. A run-off (poll) would be held between Donald and Georgia. The ballot looks like this:

[] Donald
[] Georgia

Members can tick 0 (abstain) or 1 candidate. If a member ticks more than 1 box, their vote is invalid and discounted.

50 - Georgia [elected]
40 - Donald

Board composition: 4 females, 3 males

Example E

A male is elected president. 5 males and 5 females nominate for the remaining 6 director positions. Either 3 females and 3 males, or 4 females and 2 males will be elected. The ballot looks like this:

[] Andrew
[] Beth
[] Charlotte

- Donald
- Edward
- Fred
- Georgia
- Hillary
- Ian
- Jess

Members can tick 0 (abstain) to 6 candidates. If a member ticks more than 6 boxes, their vote is invalid and discounted.

i. Vote results in 3 females and 3 males being elected

- 90 - Hillary [elected]
- 90 - Beth [elected]
- 90 - Andrew [elected]
- 90 - Charlotte [elected]
- 86 - Fred [elected]
- 80 - Edward [elected]
- 70 - Georgia
- 67 - Jess
- 65 - Ian
- 2 - Donald

Board composition: 3 females, 4 males

ii. Vote results in 3 females and 3 males being elected

- 90 - Hillary [elected]
- 90 - Beth [elected]
- 90 - Andrew [elected]
- 90 - Edward [elected]
- 86 - Fred [elected]
- 70 - Donald
- 65 - Ian
- 64 - Charlotte [elected]
- 35 - Jess
- 2 - Georgia

Board composition: 3 females, 4 males

iii. Vote results in 4 females and 2 males being elected

- 90 - Hillary [elected]
- 90 - Beth [elected]
- 90 - Andrew [elected]
- 90 - Charlotte [elected]
- 86 - Georgia [elected]

85 - Jess
80 - Edward [elected]
70 - Georgia
65 - Ian
2 - Donald

Board composition: 4 females, 3 males

Example F

A male is elected president. 5 females and 1 male nominate for the remaining 6 director positions. All are appointed.

Board composition: 5 females, 2 males

In this scenario, a well-functioning board would self-evaluate and identify that it lacks diversity and therefore make efforts to resolve that imbalance.

Example G

A male is elected president. 3 females, 3 males and 1 gender diverse candidate nominate for the remaining 6 director positions. Ballot looks like this:

[] Andrew
[] Beth
[] Charlotte
[] Donald
[] Eddie
[] Fred
[] Georgia

Members can tick 0 (abstain) to 6 candidates. If a member ticks more than 6 boxes, their vote is invalid and discounted.

i. Vote results in 2 male, 3 female and 1 gender diverse director being elected

90 - Andrew (male) [elected]
90 - Beth (female) [elected]
90 - Eddie (gender diverse) [elected]
86 - Fred (male) [elected]
80 - Donald (male)
75 - Georgia (female) [elected]
30 - Charlotte (female) [elected]

Donald misses out because their election would have resulted in under representation of females (4 male, 2 female, 1 gender diverse ... the difference between the number of males and females on the board should at most be 1).

Board composition: 3 female, 3 male, 1 gender diverse

ii. Vote results in 3 females and 3 males being elected

90 - Andrew (male) [elected]

90 - Beth (female) [elected]

86 - Fred (male) [elected]

80 - Donald (male) [elected]

75 - Georgia (female) [elected]

30 - Charlotte (female) [elected]

10 - Eddie (gender diverse)

Eddie misses out because they were the least popular candidate.

Board composition: 3 females, 4 males