

# **Steering Committee Selection Guidelines**

The SHIFT Centre for Social Transformation

Thank you for accepting to be on the selection committee for the SHIFT Centre for Social Transformation Steering Committee. Here is some basic information to support the selection process.

## **Mandate, term and context**

The Steering Committee's primary function is to make major decisions linked to SHIFT's programming and operations (approving budgets, project selection processes, key activities, major staffing decisions, etc). They are also charged with ensuring the integrity of SHIFT's vision, mission, values, and ways of working.

As this is SHIFT's pilot year, the appointment term is for only twelve months (October 1st, 2019 to September 30th, 2020), to allow for the possibility that a new governance structure may be proposed for the following years.

The selection of the Steering Committee will be one of SHIFT's first public concretisations of its vision and values, and as such its composition will have a major impact on how SHIFT is perceived at Concordia and by the broader community.

## **Representation and perspectives**

The SHIFT Steering Committee should ideally be composed of a group of individuals able to provide guidance and input from the following perspectives:

- Concordia graduate and undergraduate student experience
- Concordia faculty (ideally part time and full time perspectives)
- Concordia staff (ideally more junior as well as senior or long-term experience)
- Perspectives from across the four faculties (JMSB, Fine Arts, Arts & Science, Gina Cody)
- The realities of marginalised people, those most affected by the social transformations that SHIFT will try to bring about
- The experiences of the non-profit / community sector, who are most often key partners in multi-stakeholder social transformation initiatives
- The perspectives of the social innovation / incubation / social entrepreneurship ecosystem in Montreal, in which the SHIFT centre is positioned

The Steering Committee will also include non-voting participants representing the Provost Office, SHIFT staff and the donor.

## **Competencies and experiences**

To facilitate collaborative decision-making, steering committee members will be asked to contribute their perspectives and experiences as engaged individuals, not as representatives of the interests of any particular group. At the same time, in order to effectively fulfill their mandate, the Steering committee must be able to provide insight and guidance to the SHIFT staff and community on the following topics:

To provide guidance related to SHIFT activities:

- Impact evaluation (evaluating the potential social impact of existing or proposed initiatives)
- Operational experience carrying out social transformation initiatives
- Community-university partnerships or other multi-stakeholder collaborations
- Disbursing and/or receiving grants and other funding
- Finance and budgeting experience, especially in a university context

To take leadership in relation to governance questions and values alignment:

- Understanding of governance structures, especially with interest (or experience) in alternative governance models
- Ability to bring an equity, diversity and inclusion lens to governance issues
- Ability to bring a reconciliation lens to governance issues, grounded in relationship to Indigenous peoples and communities
- Ability to bring the experience of marginalised communities to project prioritization

To understand the context in which SHIFT operates:

- Understanding of the social entrepreneurship and social innovation ecosystems in Montreal, including francophone and anglophone spheres
- Understanding of the social justice ecosystems in Montreal, including activist, community-led and institutional spheres
- Understanding of Concordia from a student, teaching, research and administrative standpoint
- Previous involvement with SHIFT through consultations or participation in the Interim Leadership Team (ILT)

## **Additional perspectives**

In line with SHIFT's mission, vision and values, it is important that there be people of colour, Indigenous people, people with disabilities, people with working class backgrounds, and other people with lived experiences of structural marginalization present on the committee.