



Board Goals for 2024-2025

1. **President succession planning: The Board will be accountable for ensuring a succession plan is in place for the President and Executive Leadership Team (ELT).**

Measurement: The Board will receive a succession planning report, including leadership development plans for ELT.

Measurement: The Board Chair will continue the ongoing advocacy outreach with the College Employer Council Board of Directors for changes to the Broader Public Sector Executive Compensation Act, 2014, that would allow the Board to implement appropriate and prudent compensation changes for the College's executive leaders.

2. **Board succession planning: The Board will establish a leadership development and succession planning framework to ensure effective future leadership transitions.**

Measurement: The Nominating Committee, with input from the Board Chair and Vice Chair, will maintain the leadership development and succession plan matrix outlining individual Governor leadership aspirations, committee preferences, and committee experience.

3. **Strategic Leadership: The Board will set the strategic direction and approve the College's new strategic plan to guide future growth and success.**

Measurement: The Board will be kept informed of the strategic planning process, contribute input during engagement sessions, review and provide feedback on the developing framework, and approve the final strategic plan.

4. **Durham College Foundation Transition: The Board will oversee the transfer of endowment funds and manage the transition of the Durham College Foundation.**

Measurement: The Governance Committee will review and recommend amendments to Board governing documents affected by the transfer of endowment funds from the Durham College Foundation to the College.

Measurement: The Audit and Finance Committee will oversee the management of endowment funds and receive bi-annual reports from the wealth manager and VP, Corporate Services/Chief Financial Officer to ensure proper stewardship and financial performance.

5. **Diversity and Inclusion: The Board will champion diversity, equity, inclusion, and belonging (EDIB) by fostering a culture that embraces diverse perspectives, ensures equitable opportunities, and promotes an inclusive environment throughout the organization.**

Measurement: The Board will participate in at least one impactful professional development opportunity to enhance their cultural competency and receive training on topics such as unconscious bias, inclusive leadership, and fostering belonging.

Measurement: The Board will receive a copy of the work plan prepared by the Office of Equity, Diversity, and Inclusion and use the work plan to shape future Board goals related to EDIB initiatives.

6. Continuous Improvement: The Board will emphasize professional development for its Governors and assess how its processes might be improved to align with best practices.

Measurement: The Board will conduct a review of its meeting assessment process.

Measurement: The Governance Committee will review the consolidated feedback from the 2023-2024 Board evaluation and provide a report to the Board. As necessary, each Committee will implement changes, reporting its progress to the Governance Committee.

Measurement: As part of the larger Board evaluation survey, each Governor will complete a self-assessment, and each Committee will complete an evaluation, with the results to be presented to the Board at its June meeting. Approved suggestions will be implemented during the 2025-2026 Board year.

Measurement: All Governors are provided at least three (3) opportunities to participate in professional development. Examples of professional development offered include the Centre of Board Excellence certification program, the Board's Learn More series, attendance at the Higher Education Summit, and active participation in the Board buddy/mentorship program. Governors are encouraged to complete the basic Good Governance certification from the Centre of Board Excellence during their first term.