

# Constitution of the Law Union of British Columbia

## **Name**

1.1 The name of the organization shall be The Law Union of British Columbia (“Law Union” or “Law Union of BC”).

## **Purpose and Objectives**

2.1 The Law Union of BC is a progressive organization of lawyers, law students, legal workers, advocates, activists, and community members who seek to use the law as a tool for social change. The Law Union recognizes that the colonial legal system under which most of our members operate is but one system of laws and exists, often in tension, with other forms of justice. In particular, we recognize the varied indigenous legal systems throughout the province as no less legitimate than the predominant colonial system which often works to suppress and undermine indigenous legal systems and forms of justice. We recognize that any engagement with the law is inherently political, and that to stay neutral in the face of oppression is to side with the oppressors. We also recognize that communities experiencing oppression are experts in their own lives. We embrace an intersectional approach to opposing all forms of oppression, including but not limited to racism, gender- and sexuality-based oppression, classism, ableism, and colonialism.

. We recognize members without regard to gender, class, sexual orientation, age, colour, race, religion, political belief or affiliation, education level, condition of restraint within any institution, or any other category.

The Law Union uses traditional and non-traditional strategies for working toward both incremental and fundamental change in society. Using the law in service of social justice can take many forms. Our members' work spans litigation, activism, and everything in between for a multi-pronged approach capable of tackling complex injustice.

We aim to foster a culture within the legal community that allows social and environmental justice to thrive, by building coalitions with marginalized communities, improving access to justice, and encouraging mentorship and collaboration among our members.

# Bylaws of the Law Union of British Columbia

## Part 1 — Definitions and Interpretation

### Definitions

#### 1.1 In these Bylaws:

**"Act"** means the *Societies Act* of British Columbia as amended from time to time;

**"Annual General Meeting"** means the meeting held once per year in order to comply with 3.1;

**"Bylaws"** means these Bylaws as altered from time to time;

**"Electronic Means"** means any system, including but not limited to telephonic, electronic, radio, computer, or Internet-based technology or communications facility that:

- (a) in relation to a meeting or proceeding, permits participants to communicate or otherwise participate as if they were present in person, and
- (b) in relation to a vote, permits an eligible voter to cast a vote on a particular matter that adequately discloses the intention of the voter;

**"Law Union"** or **"Law Union of BC"** or **"Society"** means the Law Union of British Columbia.

**"Liaison"** means a member of the Steering Committee who represents a Working Group, with a self-identified connection to an Equity-Seeking Group, or who represents non-lawyers;

**"Steering Committee"** means the elected members of the Law Union who form the Board for the purposes of the Act;

**“Voting Members”** means members of the Law Union in good standing, as in accordance with 2.3.3;

**“Working Group”** means a Working Group of the Law Union

Any capitalized terms not otherwise defined shall have the meanings ascribed to them in the Act.

### **Definitions in Act apply**

1.2 The definitions in the Act apply to these Bylaws.

### **Conflict with Act or regulations**

1.3 If there is a conflict between these Bylaws and the Act or the regulations under the Act, the Act or the regulations, as the case may be, prevail.

## **Part 2 — Members**

### **Application for membership**

2.1.1 Upon application, persons who agree to uphold the purpose and objectives of the organization as set forth herein, shall be admitted to membership.

### **Duration of membership**

2.1.2 Membership in the Law Union is valid until the end of the next Annual General Meeting of the Law Union.

### **Duties of Members**

2.2 Every member must uphold the Constitution of the Law Union and must comply with these Bylaws.

### **Amount of membership dues**

2.3.1 Membership dues shall be by donation.

**2.3.2** The Steering Committee may set a recommended donation for membership dues, which shall be approved by a majority vote of the membership at the next General Meeting.

#### **Member not in good standing**

**2.3.3** A member is not in good standing if the member has not been a member for at least 60 days in total, with the exception of members who registered at the first Annual General Meeting of the Law Union.

#### **Steering Committee May Revoke Membership**

**2.4** A person's membership in the Law Union may be revoked by a two-thirds vote of the Steering Committee, if the Steering Committee is of the view that the individual is acting in a way that is injurious to the Law Union.

#### **Expulsion of Member**

**2.5** A member may be expelled by a Special Resolution of the Voting Members passed at a general meeting. Prior to such expulsion, the Law Union must send a written notice to such member and provide the member with the opportunity to defend themselves.

## **Part 3 — General Meetings of Members**

#### **Time and place of General Meeting**

**3.1** A General Meeting must be held at least once per calendar year, at the time and place the Steering Committee determines.

#### **Notice of General Meeting**

**3.2.1** Written notice of the date, time, and location of a General Meeting must be sent to every member of the Law Union at least 14 days before the meeting and not more than 60 days before the General Meeting.

**3.2.2** Notice of the General Meeting of the Law Union is deemed to have been sent under 3.2.1 if:

- (a) notice of the date, time, and location of the meeting has been sent to every member of the Law Union who has provided an email address to the Law Union, by email to that email address, and
- (b) notice of the date, time, and location of the meeting is posted, throughout the period commencing at least 21 days before the meeting and ending when the meeting is held, on the Law Union website.

**3.2.3** The accidental omission to send notice of a General Meeting to a member, or the non-receipt of notice by a member, does not invalidate any proceedings at the meeting.

### **Ordinary business at General Meeting**

**3.3** At a General Meeting, the following business is ordinary business:

- (a) adoption of rules of order;
- (b) consideration of financial statements, if any, of the Law Union presented to the meeting;
- (c) consideration of the reports, if any, of the Steering Committee and the Working Groups;
- (d) election or appointment of Steering Committee members;
- (e) appointment of an auditor, if any;
- (f) business arising out of a report of the Steering Committee members or of the Working Groups not requiring the passing of a Special Resolution.

### **Special Resolutions**

**3.4.1** A Special Resolution may be brought by a member of the Law Union in good standing to require a vote of the membership of the Law Union on matters of significance to the Law Union as a whole, including but not limited to:

- (a) Challenging the decision of the Steering Committee to approve or disapprove a Working Group;
- (b) Challenging the decision of the Steering Committee to revoke the membership of an individual; and,
- (c) Amending the Constitution or the Bylaws.

**3.4.2** A member of the Law Union in good standing wishing to bring a Special Resolution must submit to the Steering Committee, at least 30 days prior to the next General Meeting, the following:

- (a) The exact language of the proposed Special Resolution;
- (b) The signatures of 9 Law Union Voting Members who support the proposed Special Resolution; and,
- (c) Whether the Special Resolution will be voted on at a General Meeting, or requires immediate attention.

**3.4.3** Upon receipt of a proposal that meets the above criteria, the Steering Committee shall include the Special Resolution in the business of the next General Meeting, or shall facilitate a vote of the membership on the Special Resolution at the earliest possible date.

**3.4.4** Notice of a Special Resolution shall be given to members of the Law Union at least 14 days before the date on which the vote occurs.

**3.4.5** A Special Resolution must be passed by a vote of two-thirds of the Voting Members of the Law Union.

### **Notice of special business**

**3.5** A notice of a General Meeting must state the nature of any business, other than ordinary business, to be transacted at the meeting in sufficient detail to permit a member receiving the notice to form a reasoned judgment concerning that business.

### **Chair of General Meeting**

**3.6** The following individual is entitled to preside as the chair of a General Meeting:

- (a) the individual, if any, appointed by the Steering Committee to preside as the chair; or,
- (b) if the Steering Committee has not appointed an individual to preside as the chair or the individual appointed by the Steering Committee is unable to preside as the

chair, the Voting Members who are present must elect an individual present at the meeting to preside as the chair.

### **Quorum required**

**3.7** Business, other than the election of the chair of the meeting and the adjournment or termination of the meeting, must not be transacted at a General Meeting unless a quorum of Voting Members is present.

### **Quorum for General Meetings**

**3.8** The quorum for the transaction of business at a General Meeting is 10% of the Voting Members.

### **Lack of quorum at commencement of meeting**

**3.9.1** If, within 30 minutes from the time set for holding a General Meeting, a quorum of Voting Members is not present,

(a) in the case of a meeting convened on the requisition of members, the meeting is terminated, and

(b) in any other case, the meeting stands adjourned to the same day in the next week, at the same time and place, and if, at the continuation of the adjourned meeting, a quorum is not present within 30 minutes from the time set for holding the continuation of the adjourned meeting, the Voting Members who are present constitute a quorum for that meeting.

**3.9.2** For the purposes of 3.9.1, 'present' means participating in real time by any means.

### **If quorum ceases to be present**

**3.10** If, at any time during a General Meeting, there ceases to be a quorum of Voting Members present, business then in progress must be suspended until there is a quorum present or until the meeting is adjourned or terminated.

### **Adjournments by chair**

**3.11** The chair of a General Meeting may, or, if so directed by the Voting Members at the meeting, must, adjourn the meeting from time to time and from place to place, but no business may be transacted at the continuation of the adjourned meeting other than business left unfinished at the adjourned meeting.

### **Notice of continuation of adjourned General Meeting**

**3.12** It is not necessary to give notice of a continuation of an adjourned General Meeting or of the business to be transacted at a continuation of an adjourned General Meeting except that, when a General Meeting is adjourned for 30 days or more, notice of the continuation of the adjourned meeting must be given.

### **Order of business at General Meeting**

**3.13.1** The order of business at a General Meeting is as follows:

- (a) elect an individual to chair the meeting, if necessary;
- (b) determine that there is a quorum;
- (c) approve the agenda;
- (d) approve the minutes from the last General Meeting;
- (e) deal with unfinished business from the last General Meeting;
- (f) if the meeting is an Annual General Meeting,
  - (i) receive the Steering Committee's report on the financial statements of the Society for the previous financial year, and the auditor's report, if any, on those statements,
  - (ii) receive any other reports of directors' activities and decisions since the previous Annual General Meeting,
  - (iii) elect or appoint directors, and
  - (iv) appoint an auditor, if any;
- (g) deal with new business, including any matters about which notice has been given to the members in the notice of meeting;

(h) terminate the meeting.

**3.13.2** The Steering Committee may restructure the order of business, but must include the order of business in the notice of the meeting, if time permits.

### **Methods of voting**

**3.14.1** At a General Meeting, voting must be by a show of hands, an oral vote or another method that adequately discloses the intention of the Voting Members, except that if, before or after such a vote, 2 or more Voting Members request a secret ballot or a secret ballot is directed by the chair of the meeting, voting must be by a secret ballot.

**3.14.2** A person may participate in a General Meeting by Electronic Means, including, if qualified and authorized by the Steering Committee, by voting.

**3.14.3** Only members in good standing may vote at a General Meeting.

### **Electronic Participation**

**3.14.4** The Steering Committee may determine, in its discretion, to hold any General Meeting in whole or in part by Electronic Means so as to allow some or all members to participate in the meeting remotely.

**3.14.5** Where a General Meeting is to be conducted using Electronic Means, the Board must take reasonable steps to ensure that all participants are able to communicate and participate in the meeting adequately.

**3.14.6** Persons participating by Electronic Means are deemed to be present at such General Meeting.

### **Announcement of result**

**3.15** The chair of a General Meeting must announce the outcome of each vote and that outcome must be recorded in the minutes of the meeting.

**3.15.1** In the case of a tie vote, the chair of a General Meeting does not have a casting or second vote in addition to the vote to which he or she may be entitled as a Voting Member, and the proposed resolution does not pass.

### **Proxy voting not permitted**

**3.16** Voting by proxy is not permitted.

### **Matters decided at General Meeting by ordinary resolution**

**3.17** A matter to be decided at a General Meeting must be decided by a simple majority of Voting Members in attendance, unless the matter is required by these Bylaws to be decided by Special Resolution.

## **Part 4 — Steering Committee**

### **Number of members on Steering Committee**

**4.1** The Steering Committee shall be composed of a minimum of 7 and a maximum of 9 members of the Law Union of BC.

### **Composition of the Steering Committee**

**4.2.1** The Steering Committee shall be composed of, but not limited to, individuals representing each of the following groups:

- (a) Working Groups (at least 3, or 1/3);
- (b) Equity-Seeking Groups, if individuals present themselves for election (at least 5, or 1/2); and,
- (c) Non-Lawyers (at least 1).

**4.2.2** The Steering Committee may appoint a Nominating Committee to assess the needs of the board and recruit candidates for election to the Steering Committee.

### **Election or appointment of the Steering Committee**

**4.3.1** At each Annual General Meeting, the Voting Members entitled to vote for the election or appointment of the Steering Committee must elect or appoint the Steering

Committee using the process set out in Appendix A. They hold office for one year from the time of their election by General Meeting.

**4.3.2** Prior to each Annual General Meeting, the Steering Committee must appoint a Voting Member to be the returning officer, who is responsible for ensuring that ballots are counted, and whose ranked ballot determines which candidate is elected in the event of a tie, as set out in Appendix A.

#### **Term Limit**

**4.4** No person shall serve more than four consecutive terms as a member of the Steering Committee.

#### **Steering Committee members may fill temporary vacancy on Steering Committee**

**4.5** The Steering Committee may, at any time, appoint a member of the Law Union as a member of the Steering Committee to fill a vacancy that arises on the Steering Committee as a result of the removal, resignation, death, or incapacity of a member of the Steering Committee during the member's term of office.

#### **Term of appointment of steering committee member filling temporary vacancy**

**4.6** A Steering Committee member appointed by the Steering Committee to fill a vacancy ceases to be a member of the Steering Committee at the end of the unexpired portion of the term of office of the individual whose departure from office created the vacancy.

#### **Steering Committee Officers**

**4.7.1** The Steering Committee shall elect from its members, at the first meeting of the Steering Committee following its election at the General Meeting, whatever Officers the Committee deems necessary to properly carry out its functions, which shall include a treasurer, and a secretary, whose functions are enumerated in these Bylaws.

#### **Role of the Secretary**

**4.7.2** The secretary is responsible for doing, or making the necessary arrangements for, the following:

- (a) issuing notices of General Meetings and Steering Committee meetings;
- (b) taking minutes of General Meetings and Steering Committee meetings;
- (c) keeping the records of the Law Union, including a list of active members;
- (d) conducting the correspondence of the Steering Committee;
- (e) making available the annual report of the Law Union.

**4.7.2.1** In the absence of the secretary from a meeting, the Steering Committee must appoint another individual to act as secretary at the meeting.

### **Role of the Treasurer**

**4.7.3** The treasurer is responsible for doing, or making the necessary arrangements for, the following:

- (a) receiving and banking monies collected from the members or other sources;
- (b) keeping accounting records in respect of the Law Union's financial transactions;
- (c) preparing the Law Union's financial statements;
- (d) making the Law Union's filings respecting taxes.

### **Removal of Steering Committee Members**

**4.8.1** If a Steering Committee member misses three meetings without a reasonable excuse during a term, the Steering Committee must vote on whether to declare that member's position vacant at the next meeting following the third absence.

**4.8.2** The result of the vote will be determined by a simple majority vote of the Steering Committee.

**4.8.3** If a Steering Committee member misses a fourth meeting without a reasonable excuse during a term, that member's position shall be declared vacant.

4.8.4 The Voting Members may, by Special Resolution, remove a Steering Committee member, before the expiration of his or her term of office, and may appoint a successor to complete the term of office.

#### **Calling Steering Committee Meeting**

4.9 A Steering Committee meeting may be called by the secretary or any 2 Steering Committee members.

#### **Notice of Steering Committee Meeting**

4.10 At least 2 days' notice of a Steering Committee meeting must be given to all Law Union members, unless all the Steering Committee members agree to a shorter notice period.

#### **Chair of Steering Committee Meeting**

4.11 Prior to every Steering Committee meeting, the Steering Committee shall appoint a chair to conduct the meeting.

#### **Proceedings valid despite omission to give notice**

4.12 The accidental omission to give notice of a Steering Committee meeting to a Law Union member or Steering Committee member, or the non-receipt of a notice by a Steering Committee member, does not invalidate proceedings at the meeting.

#### **Conduct of Steering Committee meetings**

4.13 The Steering Committee members may regulate their meetings and proceedings as they think fit, but shall record minutes and make available to the membership a list of all Steering Committee members at the meeting, and the text of each resolution passed at the meeting within 14 days of the meeting.

#### **Quorum of Steering Committee**

4.14 The quorum for the transaction of business at a Steering Committee meeting is a simple majority of the Steering Committee members.

#### **Reimbursement of Steering Committee members' Expenses**

**4.15** A Steering Committee member may but is not entitled to be reimbursed for all expenses necessarily and reasonably incurred by the Steering Committee member while engaged in the affairs of the Society, at the discretion of the Steering Committee and in accordance with the reimbursement policy, if any.

## Part 5 — Working Groups

### **Establishment of Working Group**

**5.1** A Working Group may be established by a petition to the Steering Committee by four or more Voting Members outlining the general scope of the Working Group.

### **Approval of Working Group**

**5.2** The Steering Committee shall approve a Working Group unless they deem it to be incompatible with the objectives and purposes of the Law Union. The decision shall be issued in writing and made available to all Law Union members.

### **Working Group Procedure**

**5.3.1** Except where specified by these Bylaws, each Working Group shall establish its own procedures for operation and shall report them to the Steering Committee.

**5.3.2** Each Working Group shall appoint someone who shall be qualified to make public statements.

### **Working Group Reporting**

**5.4.1** Each Working Group shall report quarterly to the Steering Committee on its activities, and at least once per year at the General Meeting.

**5.4.2** Unless otherwise delegated by the Steering Committee, a Working Group cannot pass resolutions on behalf of the Steering Committee.

## Part 6 — Public Statements or Activities of the Law Union

### **Compliance with Purpose and Objectives**

**6.1** All public statements made or activities undertaken on behalf of the Law Union by a member or a Working Group must comply with the purpose and objectives of the Law Union.

## Part 7 — Amendments to the Constitution or Bylaws

### **Amending Procedure**

**7.1** The Constitution and Bylaws may be amended by a vote of a two-thirds majority of the General Membership via Special Resolution, as provided in these Bylaws.

## Part 8 – Miscellaneous

### Activities Carried on Without Purpose of Gain

The activities of the Law Union will be carried on without purpose of gain for its members and any income, profits or other accretions to the Law Union will be used in promoting the purposes of the Law Union as set out in the Constitution.

### Entitlement of Members to Copy of Constitution and Bylaws

On being admitted to membership, each member is entitled to, and upon request, a Steering Committee member of the Law Union will provide him or her, without charge, a copy of the Constitution and Bylaws of the Law Union.

## Execution of Instruments

Contracts, documents or instruments in writing requiring the execution by the Law Union may be signed by any two of the Steering Committee members, and all contracts, documents and instruments in writing so signed will be binding upon the Law Union without any further authorization or formality.

### Purchase of Insurance

The Law Union may purchase and maintain insurance for the benefit of any or all Steering Committee members, officers, employees or agents against personal liability incurred by any such individual as a Steering Committee member, officer, employee or agent.

# Restrictions on Distribution Upon Wind-up or Dissolution

## Wind-up or Dissolution

Upon winding-up or dissolution of the Law Union, the funds and property remaining after the payment of all costs, charges and expenses properly incurred in the winding-up or dissolution, including the remuneration of the liquidator, and after payment to employees of the Law Union of any arrears of salaries or wages, and after payment of any debts of the Law Union, will be distributed in accordance with a Special Resolution of Voting Members and subject to the Act.

# Appendix A — Steering Committee Election Process

## 1. Size

- a. The Steering Committee shall consist of a maximum of 9 members.

## 2. Ballot

- a. A ranked ballot system will be used;
- b. A valid ballot will have candidates uniquely ranked from 1 – 9, or no rank;
- c. The ballot shall indicate which Liaison position a candidate is running for, if any, as in section 3 of this Appendix;
- d. Ties shall be broken by the returning officer's ballot;
- e. The returning officer's ballot must be a ranked ballot with uniquely ranked candidates from 1 – X, where X is the number of candidates. The returning officer's ballot must rank all of the candidates. The returning officer's ballot shall be kept secret unless there is a tie.

## 3. Liaisons

- Liaison positions are filled by members from Working Groups, with a self-identified connection to an Equity-Seeking Group, and by non-lawyers.
- Liaison positions are responsible for representing all members of the Law Union.

### a. Working Group Liaisons

- i. A minimum of 1 member from each Working Group must be on the Steering Committee if there are 3 or fewer Working Groups;
- ii. In the event that there are more than 3 Working Groups, there must be a minimum of 3 members from Working Groups on the Steering Committee.

### b. Equity Liaisons

- i. A minimum of half of the Steering Committee members must be members of Equity-Seeking Groups. Those groups include but are not limited to:
  1. Women;
  2. Indigenous persons;
  3. Racialized persons;
  4. Persons with disabilities;
  5. LGBTQ+ persons.

### c. Non-Lawyer Liaisons

- i. A minimum of 1 out of 9 members must also act as a representative of non-lawyers. Non-lawyers include but are not limited to:
  1. Law students;
  2. Advocates;
  3. Legal workers;
  4. Activists;

5. Community organizers.

**4. Appointments**

- a. If it is not possible to fill the Liaison positions with available candidates, the elected Steering Committee members may appoint members based on their ability to represent members of a Working Group or from an Equity-Seeking Group.

**5. Nominations Announcement**

- a. The announcement for nominations must clearly state the Liaison positions and encourage individuals from those groups to run as candidates.

**6. Annual Diversity Report**

- a. Before March 1 of each year, the Steering Committee shall produce a Diversity Report.
- b. The Diversity Report must include statistics and process information, including but not limited to:
  - i. Number of members on the Steering Committee;
  - ii. Number of members who have self-identified with at least one Equity-Seeking Group;
  - iii. Number of self-identified Equity-Seeking Groups represented in the Committee (persons can self-identify with multiple groups);
  - iv. Number of candidates for Steering Committee elections;
  - v. Number of candidates who have self-identified with at least one Equity-Seeking Group;
  - vi. Where previous reports exist, identifying changes and trends in the above numbers;
  - vii. Identifying and describing initiatives taken to ensure diversity.

**Example of Committee Composition (minimum)**

Member	Representation
1	Working Group 1
2	
3	Equity-Seeking
4	Equity-Seeking, Working Group 2
5	
6	
7	
8	Working Group 3
9	Equity-Seeking

**Sample Ballot**

Instructions: Please indicate your selections for the Steering Committee by placing a unique number from 1 – 9 beside their names, where 1 is the candidate you most prefer. You may make up to 9 selections.

### Candidates

- Liz Gupta (e)
- Yvonne Joshi (e)(wg1)
- Margie Notaro (e)
- Xavier Koenig
- Gregory Winter
- Felix Ainsley (e)
- Takeshi Connell (e)(wg1)
- Brody Howard (wg2)
- Kenneth Doyle
- Olaf Jardine (wg3)
- Fred Trail
- Nigella Peterson (e)(wg3)
- Michael Fraser
- Eun Cho (e)(wg3)
- Terry Bates
- Shirin Pastore (e)(wg1)
- Gabriella Rotolo (e)
- Olga Lucic (e)
- Brandon Richelieu (wg2)
- Ron Seward

### Legend:

(e) – Interested in an Equity-Seeking Group Liaison position

(wg#) – Interested in a Working Group Liaison position (eg wg1, wg2)

## Sample Election Result – Application of the Rules

Election Rules based on above criteria:

- A. Max. of 9 people total on the Steering Committee.
- B. Max. of 3 people who are non-Equity-Seeking & non-Working Group.
- C. Max. of 6 people who are non-Equity-Seeking.
- D. Max. of 6 people who are non-Working Group.
- E. Min. of 1 person per Working Group required.

Ranking	Name	Equity	Working Group	# Votes	Elected?	Order elected
1	Xavier Koenig	No	No	98	Yes	1st
2	Gregory Winter	No	No	92	Yes	2nd
3	Terry Bates	No	No	91	Yes, Rule B max reached	4th
4	Margie Notaro	Yes	No	91	Yes	4th
5	Michael Fraser	No	No	89	No, Rule B max reached	-
6	Kenneth Doyle	No	No	87	No, Rule B max reached	-
7	Fred Trail	No	No	85	No, Rule B max reached	-
8	Liz Gupta	Yes	No	76	Yes	5th
9	Felix Ainsley	Yes	No	70	Yes, Rule D max reached	6th
10	Yvonne Joshi	Yes	WG1	65	Yes, needed WG1	7th
11	Takeshi Connell	Yes	WG1	62	No, Rule E would not be reached	-
12	Brody Howard	No	WG2	62	Yes, needed WG2	8th
13	Eun Cho	Yes	WG3	59	Yes, needed WG3	9th
14	Olaf Jardine	No	WG3	51	No, Rule A max reached	-
15	Gabriella Rotolo	Yes	No	51	No, Rule A max reached	-
16	Shirin Pastore	Yes	WG1	50	No, Rule A max reached	-
17	Olga Lucic	Yes	No	48	No, Rule A max reached	-
18	Nigella Peterson	Yes	WG3	40	No, Rule A max reached	-
19	Ron Seward	No	No	32	No, Rule A max reached	-
20	Brandon Richelieu	No	WG2	30	No, Rule A max reached	-

Result: Rules govern maximums and minimums, and provide the minimum level of representation as if done via 5 different ballots in this example (i.e., Open, Equity-Seeking, WG1, WG2, WG3).

## Sample Election Result – Three-way Tie

Election Rules based on above criteria:

- A. Max. of 9 people total on the Steering Committee.
- B. Max. of 3 people who are non-Equity-Seeking & non-Working Group.
- C. Max. of 6 people who are non-Equity-Seeking.
- D. Max. of 6 people who are non-Working Group.
- E. Min. of 1 person per Working Group required.

Ranking	Name	Equity	Working Group	# Votes	Elected?	Order elected
1	Xavier Koenig	No	No	98	Yes	1st
2	Gregory Winter	No	No	92	Yes	2nd
3	Terry Bates	No	No	91	Yes, Rule B max reached	4th
4	Margie Notaro	Yes	No	91	Yes	4th
5	Michael Fraser	No	No	89	No, Rule B max reached	
6	Kenneth Doyle	No	No	87	No, Rule B max reached	
7	Fred Trail	No	No	85	No, Rule B max reached	
8	Liz Gupta	Yes	No	76	Yes	5th
9	Felix Ainsley	Yes	No	70	Yes, Rule D max reached	6th
10	Yvonne Joshi	No	WG1	62	TIE: Depends on Ret. Officer Tie-breaker	7th
11	Takeshi Connell	No	WG1	62	TIE: Depends on Ret. Officer Tie-breaker	
12	Brody Howard	No	WG2	62	Yes, Rule C max reached	8th
13	Eun Cho	Yes	WG3	59	Yes, Rule A max reached	9th
14	Olaf Jardine	No	WG3	51	No, Rule A max reached	
15	Gabriella Rotolo	Yes	No	51	No, Rule A max reached	
16	Shirin Pastore	Yes	WG1	50	No, Rule A max reached	
17	Olga Lucic	Yes	No	48	No, Rule A max reached	
18	Nigella Peterson	Yes	WG3	40	No, Rule A max reached	

19	Ron Seward	No	No	32	No, Rule A max reached
20	Brandon Richelieu	No	WG2	30	No, Rule A max reached

Result: Tiebreaking vote of the returning officer needed to settle results for the 7<sup>th</sup> person to be elected.

## Sample Election Result – Appointments

Election Rules based on above criteria:

- A. Max. of 9 people total on the Steering Committee.
- B. Max. of 3 people who are non-Equity-Seeking & non-Working Group.
- C. Max. of 6 people who are non-Equity-Seeking.
- D. Max. of 6 people who are non-Working Group.
- E. Min. of 1 person per Working Group required.

Ranking	Name	Equity	Working Group	# Votes	Elected?	Order elected
1	Xavier Koenig	No	No	98	Yes	1st
2	Gregory Winter	No	No	92	Yes	2nd
3	Terry Bates	No	No	91	Yes, Rule B max reached	4th
4	Margie Notaro	Yes	No	91	Yes	4th
5	Michael Fraser	No	No	89	No, Rule B max reached	-
6	Kenneth Doyle	No	No	87	No, Rule B max reached	-
7	Fred Trail	No	No	85	No, Rule B max reached	-
8	Liz Gupta	Yes	No	76	Yes	5th
9	Felix Ainsley	Yes	No	70	Yes, Rule D max reached	6th
10	Yvonne Joshi	Yes	WG1	65	Yes, needed WG1	7th
11	Takeshi Connell	Yes	WG1	62	No, Rule E min couldn't be reached, need WG2 & WG3	-
12	Brody Howard	No	WG2	62	Yes, needed WG2	8th
13	Eun Cho	Yes	<b>WG2</b>	59	No, Rule E would not be reached, need WG3	-
14	Olaf Jardine	No	<b>WG2</b>	51	No, Rule E would not be reached, need WG3	-
15	Gabriella Rotolo	Yes	No	51	No, Rule D max reached	-
16	Shirin Pastore	Yes	WG1	50	No, Rule E would not be reached, need WG3	-
17	Olga Lucic	Yes	No	48	No, Rule D max reached	-
18	Nigella Peterson	Yes	<b>WG1</b>	40	No, Rule E would not be reached, need WG3	-
19	Ron Seward	No	No	32	No, Rule B,D max reached	-

20	Brandon Richelieu	No	WG2	30	No, Rule E would not be reached, need WG3	-
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Result: Elected Steering Committee needs to appoint member from WG3 as the 9<sup>th</sup> member.