

COUNCIL POLICY ADVISORY GROUPS (CPAGs)

CPAGs are regional Committees of Council, and are collectively responsible for raising Council's awareness of emerging concerns and issues important to the membership as owners. CPAGs are a critical link between Council and the general membership.

Most CPAGs are based on a geographic region. There are also four CPAGs based on specific disciplines: stage management, eastern opera, western opera and dance. In all cases the CPAGs consist of the Councillor(s) for the region plus additional elected members.

CPAG members are the link between Council and the general membership.

What do CPAGs do?

- ▶ meet as necessary, at least once each year
- ▶ plan, organize and facilitate:
 - ▶ annual regional general meetings for their region/discipline
 - ▶ events relevant to their region/discipline

CPAGs make themselves aware of and are informed about:

- ▶ Equity Council's policies and procedures
- ▶ Equity's activities and initiatives
- ▶ trends within their region/discipline

Do you enjoy talking to and seeking input from your local membership?

CPAGs provide linkage between their region/disciplines and Council by:

- ▶ reaching out to, and seeking input from, regional constituents
- ▶ providing information to Council via CPAG reports on subjects such as member concerns, emerging issues, trends, etc.
- ▶ addressing issues via Council's Request for Council Consideration (RfCC) form
- ▶ enhanced understanding and appreciation of the concept of "Member Ownership"

An ideal CPAG candidate is:

- ▶ a member in good standing with strong links to a region or discipline
- ▶ a self-motivated team player, creative and willing to think outside the box
- ▶ knowledgeable and aware of professional opportunities within a region or discipline

Are you an active representative of Equity within the regional community, providing inspiration, enthusiasm and leadership? If so you are an ideal CPAG candidate and Council encourages you to run for office.

Are you ready to take on a rewarding challenge?



The governance of Equity is vested in a national Council of 22 representatives from across Canada, assisted by 13 regional Council Policy Advisory Groups (CPAGs).

In October, 2009, members will be elected to serve on Council and as CPAG members for the 2009-2012 term.

CANADIAN
ACTORS'
EQUITY
ASSOCIATION

Council is Equity's governing board, elected by the Equity membership to govern the Association on their behalf. Councillors are chosen from each geographical region, proportional to its member population, plus discipline representatives for each of dance, opera and stage management.

Are you interested in committing time and energy to the Equity membership?

What does Council do?

- ▶ sets the Association's goals
- ▶ monitors the Association's activities to ensure goals are met
- ▶ writes policies that prescribe lawful governance with an emphasis on:
 - ▶ outward vision
 - ▶ encouragement of diversity in viewpoints
 - ▶ strategic leadership
 - ▶ a clear distinction of Council and Executive Director roles
 - ▶ collective decisions
 - ▶ proactivity and the future

Individual members of Council:

- ▶ are members of the Council Policy Advisory Group (CPAG) for their region/discipline
- ▶ may serve on committees charged with specific policy research or monitoring responsibilities (usually committees are created for short-term projects and disbanded when the work is complete)

Council meets as follows:

- ▶ in-person in the city of Toronto twice per year
- ▶ in-person in another Canadian city once per year selected by Council one year in advance
- ▶ by teleconference call seven times per year



Are you interested in learning and working within a Policy Governance structure?

Equity's Council uses a board governance model called Policy Governance, which places primary focus on setting specific goals for the Association, in consultation with the membership. Council ensures that these objectives are attained and evaluated through rigorous monitoring of the Association's accomplishments.

Do you enjoy working in a collective environment?

An ideal Councillor candidate is:

- ▶ a regular or life member in good standing
- ▶ willing to engage in respectful, open and honest discourse
- ▶ interested in learning and working within a Policy Governance structure
- ▶ open to listening to members (the owners) of the Association and to work to address their concerns
- ▶ able and willing to prepare for meetings in advance, i.e. reading, research and other "homework"
- ▶ unencumbered by "unmanageable conflict of interest"
- ▶ understanding of Equity and its role in the live performance community.
- ▶ connected with members in his/her region and/or discipline
- ▶ able to articulate and communicate with the membership, staff, and other Councillors
- ▶ energetic, focused, curious, passionate and dedicated
- ▶ able to separate self-interest from greater good and has a "big picture" mentality

An ideal Councillor candidate wants:

- ▶ to serve Equity and his/her fellow members
- ▶ to undertake challenges and tasks

An ideal Councillor candidate:

- ▶ functions well in meetings (face-to-face and phone)
- ▶ is able to meet on the phone monthly and in person three times a year
- ▶ has a basic understanding of all disciplines and agreements
- ▶ is aware of the benefits Equity provides to its members
- ▶ has an ease and facility with written communication