



## BOARD MEMBER COMPLEMENT

### GENERAL INFORMATION

- As of February 11, 2020 the PBC has 78 Board members (39 full-time and 39 part-time) serving ten provinces and three territories
- 21 BMs mandate will expire by December 31, 2020
- In 2019-2020, the PBC expects to complete approximately 16,000 conditional release reviews for federal and provincial/territorial offenders and will make decisions on approximately 11,000 record suspension/pardon applications.
- All BMs have undergone a qualification process (pre- or post-2016). They have demonstrated transferrable skills and abilities needed to become a BM.

### EDUCATION

- 95% of current BMs have a degree from a recognized university.

### EXPERIENCE

- During the screening component of the qualification process, applicants demonstrated that they had already gained previous work experience:
  - in decision-making at a senior level related to sensitive and complex issues; and
  - in the interpretation and application of legislation, regulations and policies.
- BMs have demonstrated during their qualification process that they have:
  - High ethical standards and integrity
    - Sound judgement in managing highly sensitive information
    - Adaptability and flexibility
    - Effective and independent work habits as well as an ability to work as a team member
    - Sensitivity to Indigenous peoples, multiculturalism and gender issues
- Board members have previous professional work experience from diverse fields (e.g. criminology, corrections, law, public sector, education, psychology, counselling, social worker)

- 32% of the PBCs BM complement have experience in corrections
- 64% of the PBCs BM complement have experience in criminal justice

## DIVERSITY

- 53% of BMs are women
- 12% of BMs are indigenous
- 7% of BMs are visible minorities
- 20% of BMs are bilingual (Eng/Fre)

## Key Messages

- PBC is actively monitoring its BM complement.
- There have been 10 reappointments from January 1, 2019 to January 1, 2020, which reinforces the Board commitment to keep BMs with a depth of knowledge and experience.
- Quality conditional release decisions and record suspension decisions demand quality decision-makers that reflect Canada's diversity.
- The Board has Board members who self-identify as a member of an employment equity group and/or as a member of an ethnic or cultural group when they apply for a GIC position. This allows Ministers, in making their GIC appointment recommendations, to take into consideration the Government's commitment to achieve gender parity and reflect Canada's diversity, in terms of linguistic, regional and employment equity representation.
- Board member complement reflects diverse work experience which relates quality decision-makers
- The Board has significant experience and knowledge among the current GIC complement of BMs :
  - Board members have an average of 2.5 years
  - 15 Board members have more than 5 years experience