

The Right Honourable Justin Trudeau
Prime Minister of Canada
80 Wellington Street
Ottawa, Ontario
K1A 0A2

December 5, 2018

Dear Prime Minister,

Pursuant to our Terms of Reference, the Independent Advisory Board for Senate Appointments submits to you this report on the most recent cycle for providing recommendations for appointments to the Senate of Canada. We thank you for your continued confidence and for the opportunity to support such an important process.

Respectfully,



Huguette Labelle
Chair

Federal Members

Melissa Blake
François Rolland

Alberta

Elizabeth Cannon
Karen MacKenzie

British Columbia

Anne Giardini
Vikram Vij

**Newfoundland and
Labrador**

James Igloliorte
Susan Dyer Knight

**Northwest
Territories**

Robert Sanderson
Kathy Tsetso

Nova Scotia

Jennifer Gillivan
Ramona Lumpkin

Ontario

Dawn Lavell Harvard
Murray Segal

**Prince Edward
Island**

Jeannette Arsenault
J. Allan Shaw

Saskatchewan

Riel Bellegarde
Vianne Timmons

Yukon

Carl Friesen
Diane Strand

Table of Contents

1. Introduction	3
2. Establishment of the Advisory Board.....	3
3. Implementation of the appointments process	4
4. Application process.....	4
5. Analysis of applications.....	5
6. Consultations and outreach	8
7. Meetings of the Advisory Board	8
8. Review process.....	8
9. Recommendation process	9
10. Costs.....	9
11. Post-announcement	10
12. Confidentiality.....	10
13. Conclusion	10
Annex A: Terms of Reference for the Advisory Board	11
Annex B: Biographical notes on Advisory Board members.....	14
Annex C: Assessment criteria	26
Annex D: News releases.....	28
Annex E: Statistics on candidacies.....	30

Report of the Independent Advisory Board for Senate Appointments Spring 2018 (April 2018 – September 2018)

1. Introduction

This report has been prepared pursuant to paragraph 13 of the Terms of Reference ([See Annex A](#)) of the Independent Advisory Board for Senate Appointments (Advisory Board) which states:

Reporting

13 (1) Within three months after submitting the names of qualified candidates to the Prime Minister, under the transitional process and following each subsequent appointment process, the Advisory Board must provide a report, in both official languages, to the Prime Minister that contains information on the process, including on the execution of the terms of reference, the costs relating to the Advisory Board's activities and statistics relating to the applications received.

(2) In addition, the report may provide recommendations for improvements to the process.

(3) The report must be made public.

This is the fourth report of the Advisory Board, which covers the *Spring 2018* cycle. The Advisory Board's previous reports are available on our [website](#).

2. Establishment of the Advisory Board

The Advisory Board is an independent and non-partisan body whose mandate is to provide non-binding merit-based recommendations to the Prime Minister on Senate nominations. It was established by the Governor in Council (GIC) on January 19, 2016 ([Order in Council PC 2016-0011](#)). The Terms of Reference ([See Annex A](#)) for the Advisory Board were also approved by the GIC and made public through the same Order in Council. Members of the Advisory Board are appointed pursuant to paragraph 127.1(1)(c) of the *Public Service Employment Act* as special advisers to the Prime Minister.

The Advisory Board consists of three permanent federal members, one of whom is appointed as Chairperson, and two members chosen from each of the provinces/territories where a vacancy is to be filled. The federal members participate in deliberations related to all vacancies, whereas the provincial/territorial members participate in deliberations related to vacancies in their respective province/territory. Federal members were appointed in April 2018, the Chairperson was reappointed in July 2018, while appointments for provincial/territorial members were made between April 2018 and July 2018.

Further information on the establishment of the Advisory Board and the previous cycles can be found on our [website](#). Biographical notes for members involved in the cycle covered by this report can be found in [Annex B](#).

3. Implementation of the appointments process

Since its establishment in January 2016, the Advisory Board has conducted four Senate appointments cycles, with the most recent cycle launched on February 21, 2018. On this date, the Minister of Democratic Institutions also announced some enhancements to the Senate appointments process, including:

- keeping applications open year-round, so Canadians are able to apply for a Senate appointment at any time;
- retaining submitted applications for two years, so that individuals can be considered for appointment to the Senate throughout the two years following the submission of their application; and,
- adding the ability for organizations or individuals to nominate potential candidates.

Spring 2018 Cycle

The *Spring 2018* cycle sought to fill 17 current and anticipated 2018 vacancies in Alberta, British Columbia, Newfoundland and Labrador, Northwest Territories, Nova Scotia, Ontario, Prince Edward Island, Quebec, Saskatchewan and Yukon.

Province/Territory	Vacancies	Province/Territory	Vacancies
Alberta	2	Ontario	5
British Columbia	1	Prince Edward Island	1
Newfoundland and Labrador	1	Quebec	2
Northwest Territories	1	Saskatchewan	1
Nova Scotia	2	Yukon	1

4. Application process

As with every cycle since the summer of 2016, Canadians had the opportunity to apply directly for an appointment to the Senate. Applicants applied online through the [Senate Appointments Self-Serve system](#). The Advisory Board encouraged Canadians to apply by April 3, 2018.

Note: For the Yukon, the Advisory Board decided to conduct further outreach activities to ensure the broadest number of Yukoners were made aware of the opportunity and had a chance to apply. A new call for Yukon applications was launched in July and closed four weeks later on August 8, 2018.

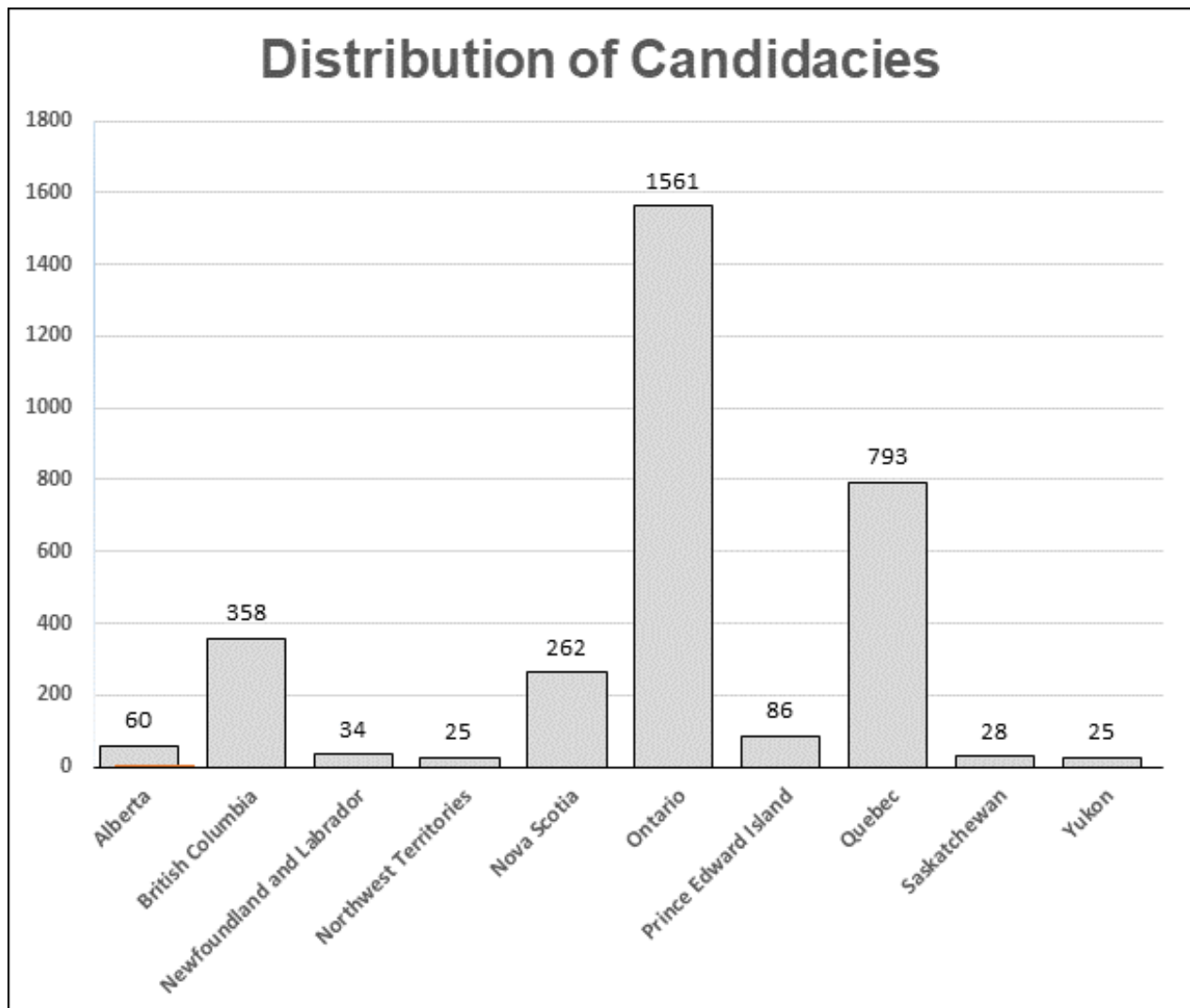
Applicants who had submitted an application package in the preceding two years were not required to submit a new application. However, they could update any of their documents and those updates were considered by the Advisory Board.

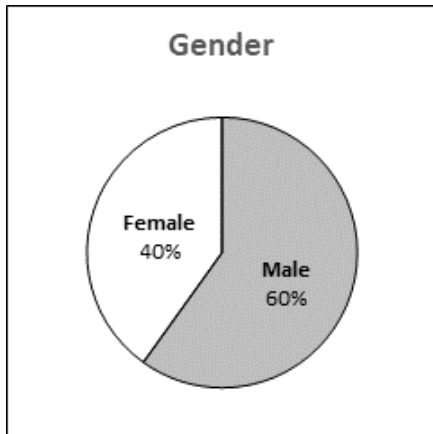
5. Analysis of applications

The Advisory Board received 670 new applications during the *Spring 2018* cycle. This is in addition to the 2,562 applicants who already had a valid application package on record. Therefore, a total of 3,232 applications were reviewed by the Advisory Board. The pool of applicants included a diverse slate of individuals with a wide breadth of backgrounds, skills, knowledge and experience.

**3,232
applicants**

Note: 180 individuals were nominated for a Senate appointment. Of this number, 60% submitted or had already submitted an application for consideration by the Advisory Board.



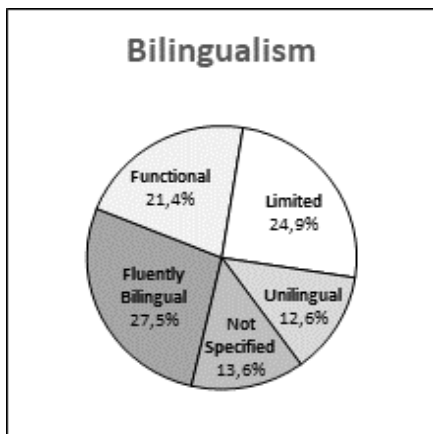
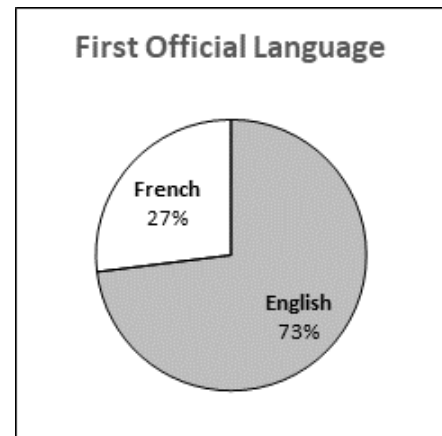


Gender

Of the 3,232 applicants, 40% were women. In comparison, the population estimate in Canada of women on July 1, 2017 was just over 50%.¹

First Official Language

Applicants were required to identify their first official language. The majority of applicants identified English as their first official language (73%), whereas 27% identified French as their first official language. The representation of applicants who identified French as their first official language was greater when compared with the Canadian population (27% vs. 22.2%).²



Bilingualism

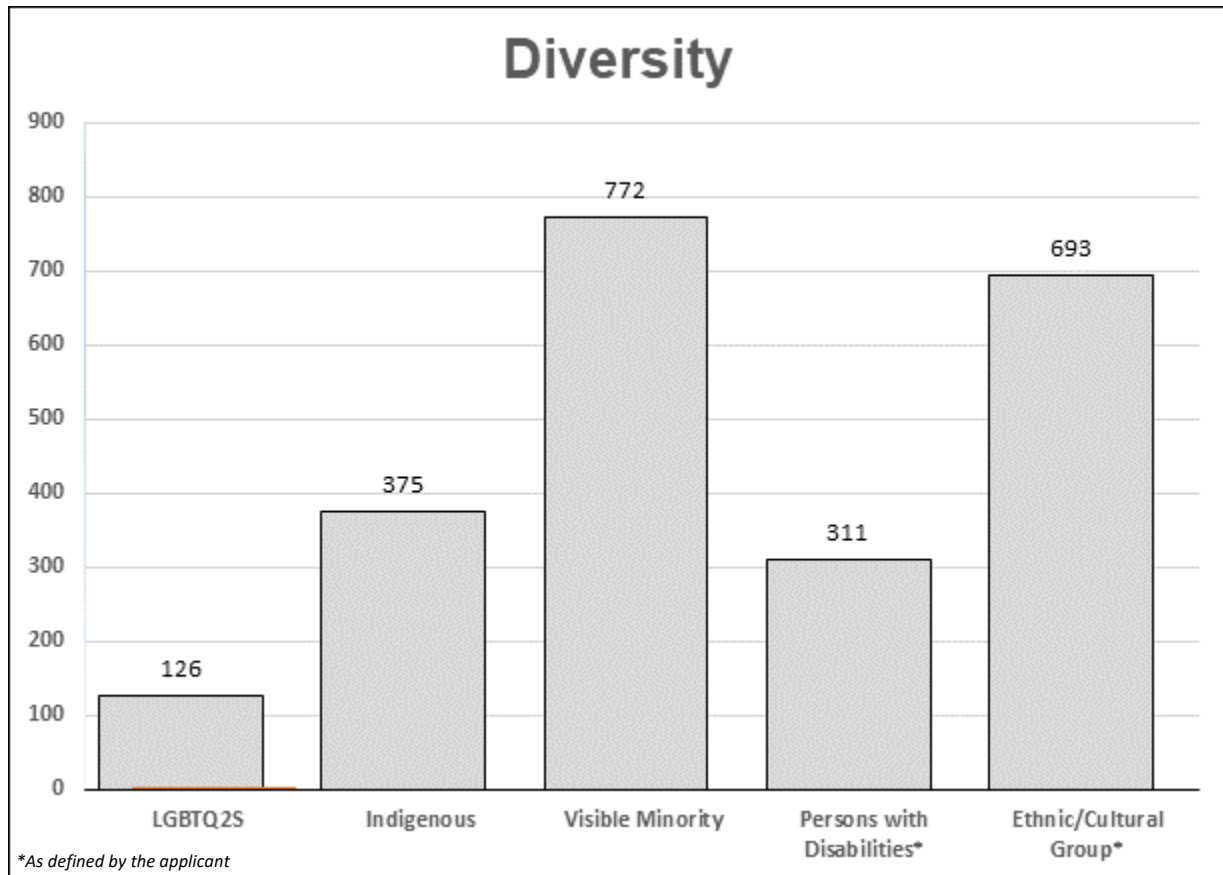
Applicants were asked to identify their proficiency in their second official language. Almost half of applicants indicated they were bilingual at a fluent or functional level.

¹ <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1710000501&pickMembers%5B0%5D=1.1&pickMembers%5B1%5D=2.1>

² <http://officiallanguages.gc.ca/en/statistics/canada>

Diversity (self-identified)

Applicants had the option to provide responses to questions regarding diversity when creating their online profile. They could self-identify in one or more of the categories provided. The chart below depicts the number of times the category was selected by applicants.



Indigenous representation was higher than the Canadian population (11.6% vs. 4.9%³), whereas representation of persons with disabilities was lower (9.6% vs. 22.3%⁴). Visible minority representation was slightly above that of the Canadian population (23.8% vs. 22.3%³).

A further breakdown of the data by province/territory can be found in [Annex E](#).

³ <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/index.cfm?Lang=E>

⁴ <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310037401>

6. Consultations and outreach

**1,765
organizations**

The Advisory Board's ongoing outreach efforts aim to ensure that a diverse slate of individuals, with a variety of backgrounds, skills, knowledge and experience desirable for a well-functioning Senate are brought forward.

Early in March 2018, the Advisory Board engaged with national, provincial/territorial and local organizations to share information regarding the appointment process broadly among Canadians. Organizations were invited to reach out to their members and networks to identify high-calibre candidates who met the assessment criteria and encourage them to apply.

In total, to help ensure that the largest number of individuals were made aware of the process, the Advisory Board more than doubled the number of organizations that were contacted in the *Winter 2017* cycle. The Advisory Board reached out to 1,765 organizations across the country, focusing on the 10 provinces and territories targeted for this cycle. This includes the second round of outreach conducted with Yukon organizations in July 2018.

A full list of the organizations can be found on the Advisory Board's website. These organizations represented Indigenous peoples, women, people with disabilities, LGBTQ2S groups, linguistic, minority and ethnic communities, service groups, educational and academic organizations, professional and regulatory organizations, the not-for-profit sector, as well as labour and business interests.

7. Meetings of the Advisory Board

A total of 11 deliberation meetings were held for the *Spring 2018* cycle. Most of these meetings were held in-person in Ottawa, with some members at times participating remotely. Tele/video conferences were also used over the course of the cycle to provide updates, engage in discussions and minimize costs related to travel.

As noted in the Terms of Reference, the Advisory Board is supported by the Privy Council Office (PCO), and the head of the Senior Personnel Secretariat (or her delegate) acts as the *ex officio* secretary to the Advisory Board.

8. Review process

Members of the Advisory Board conducted a comprehensive review of the applications submitted for their consideration. Federal members reviewed all applications, while the provincial/territorial members reviewed only those that were received for their province/territory.

Once the members completed their individual reviews, the provincial/territorial advisory boards convened to undertake their deliberations. This was consistent with the approach used for previous cycles. The meeting concluded with a list of recommendations to the Prime Minister. Decisions were achieved using a consensus approach. We note that two members recused

themselves from the review and discussions regarding specific applicants due to personal relationships.

The assessment criteria, as provided by the Prime Minister, were used as the foundation for the review of applications and were applied in a fair and consistent manner.

The recommended candidates were subject to the due diligence required for those seeking public office to confirm their suitability.

At all times, the members observed the highest standards of impartiality, integrity, objectivity and confidentiality in consideration of candidates.

9. Recommendation process

The Advisory Board established a list of qualified candidates for each of the targeted vacancies in the timeframe requested for submitting recommendations. The Prime Minister was provided with a package that included the list of recommended candidates in alphabetical order (i.e. without ranking or prioritization). The package included a short synopsis to highlight the merits of each of the recommended candidates, as well as the application form, curriculum vitae and reference letters provided by the candidates.

10. Costs

In all cycles, the Advisory Board made efforts to minimize expenses. Further to our previous report, we are pleased to provide the final costs for the *Winter 2017* cycle. Total costs for the *Winter 2017* cycle were \$414,016. This included travel expenditures related to the Advisory Board's work and members' per diems (within the range of \$550 - \$650 for the Chairperson and \$375 - \$450 for other members), totaling \$52,502. This represented the work of nine Advisory Board members; three federal members as well as two provincial members for each of the provinces involved (New Brunswick, Nova Scotia and Ontario). The remainder of the expenses are incremental costs incurred by PCO to support the Advisory Board, including salaries and translation costs.

Expenses for the *Spring 2018* cycle are still being processed. Estimated costs are in the range of \$550,000. Of that amount, estimated travel expenditures for the Advisory Board's in-person meetings and per diems for the work of the 21 members involved in this cycle would total approximately \$160,000. In the next report, given the new ongoing nature of the application and appointments process, and for administrative efficiency purposes, costs will be reported on a fiscal year (i.e. April 1, 2018 to March 31, 2019) basis. These costs will include expenditures incurred during this cycle.

In accordance with the Advisory Board's Terms of Reference, the costs stated in these reports relate to the Advisory Board's activities. Additional costs incurred by PCO are part of PCO's operations and are reported through the department's reporting to Parliament.

11. Post-announcement

All applicants who were not appointed to the Senate received or will receive a message expressing the Advisory Board's appreciation for their participation and reminding them that their application will be retained for a period of two years. We will also express our appreciation to the organizations that encouraged individuals to apply and look forward to their continued engagement in future Senate appointment cycles.

12. Confidentiality

In keeping with the Terms of Reference, the Advisory Board's activities were conducted with strict confidentiality. Information that was brought before the members was held in confidence and information on candidacies was not disclosed, pursuant to the provisions of the *Access to Information Act* and *Privacy Act*. Therefore, the Advisory Board has not and will not publicly share any information pertaining to candidates.

13. Conclusion

The Advisory Board members are honored and appreciate the opportunity to serve their country on such an important initiative.

Annex A: Terms of Reference for the Advisory Board

Mandate

1 The Independent Advisory Board for Senate Appointments (“Advisory Board”) is an independent and non-partisan body whose mandate is to provide non-binding merit-based recommendations to the Prime Minister on Senate nominations.

Composition of the Advisory Board

2 (1) Members of the Advisory Board are appointed pursuant to paragraph 127.1(1)(c) of the *Public Service Employment Act* as special advisers to the Prime Minister.

(2) The Advisory Board is to consist of

(a) three permanent federal members (“federal members”), one of which is to be appointed as Chairperson; and

(b) two *ad hoc* members chosen from each of the provinces or territories where a vacancy is to be filled (“provincial members”).

(3) The federal members must participate in deliberations relating to all existing and anticipated Senate vacancies.

(4) The provincial members must participate only in deliberations relating to existing and anticipated Senate vacancies in their respective province or territory.

Length of Advisory Board Terms

3 (1) The federal members of the Advisory Board are to be appointed for two-year terms. Provincial members are to be appointed for terms not exceeding one year.

(2) Despite subsection (1), the initial appointments of the federal members will vary in length in order to permit the staggering of terms, as follows:

(a) the term of the first Chairperson is 30 months;

(b) the terms of each of the first two other federal members are 24 months and 18 months respectively.

(3) The terms of Advisory Board members may be renewed.

(4) The Advisory Board is to be convened at the discretion and on the request of the Prime Minister who may establish, revise or extend any of the timelines set out in this mandate.

Support

4 The Advisory Board is to be supported by the Privy Council Office. The head of the Senior Personnel Secretariat, or his or her delegate, acts as an *ex officio* secretary to the Advisory Board.

Recommendations

5 In accordance with the terms of this mandate, the Advisory Board must provide to the Prime Minister for his consideration, within the time period set by the Prime Minister upon the convening of the Advisory Board, a list of five qualified candidates for each vacancy in the Senate with respect to each province or territory for which there is a vacancy or anticipated vacancy and for which the Advisory Board has been convened. The Prime Minister may take

into consideration all of the qualified candidates with respect to all vacancies for that province or territory.

Recommendation Process

6 The members of the Advisory Board must:

- (a)** at all times, observe the highest standards of impartiality, integrity and objectivity in their consideration of all potential candidates;
- (b)** meet at appropriate intervals to set out its agenda, assess candidates, and engage in deliberations;
- (c)** apply fairly and with consistency the criteria provided by the Prime Minister in assessing whether potential candidates meet the qualifications, including those set out in the *Constitution Act, 1867*, for Senate appointments;
- (d)** interview potential candidates, at the Advisory Board's discretion, and verify any references provided by potential candidates;
- (e)** in establishing a list of qualified candidates, seek to support the Government of Canada's intent to achieve gender balance and to ensure representation of Indigenous peoples and linguistic, minority and ethnic communities in the Senate; and
- (f)** comply with the *Privacy Act*, the *Conflict of Interest Act*, and the *Ethical and Political Activity Guidelines for Public Office Holders*.

7 (1) The members of the Advisory Board must declare any direct or indirect personal interest or professional or business relationship in relation to any candidate if such an interest or relationship could reasonably be considered to represent an actual or perceived conflict of interest.

(2) The declaration set out in subsection (1) must include a statement as to any gifts or hospitality received by the member from the candidate.

(3) If such a declaration is made, the Advisory Board must decide, having regard to the nature of the relationship, if the member must withdraw from any deliberation about the candidate.

(4) If the Advisory Board decides that the member must withdraw from any deliberation in relation to a candidate, those deliberations are undertaken by the remaining members of the Advisory Board, provided the number of members is not less than three.

Consultations

8 (1) In this mandate, "transitional process" means the initial recommendations to be made by the Advisory Board in early 2016 for the appointment of five Senators in order to fill two vacancies in Ontario, one in Quebec and two in Manitoba.

(2) Under the transitional process, the Advisory Board must undertake consultations, which could include groups which represent Indigenous peoples and linguistic, minority and ethnic communities, provincial, territorial and municipal organizations, labour organizations, community-based service groups, arts councils, and provincial or territorial chambers of commerce, in order to ensure that a diverse slate of individuals, with a variety of backgrounds, skills, knowledge and experience desirable for a well-functioning Senate are brought forward for the consideration of the Advisory Board.

9 Subsequent to the transitional process, an open application process is to be established to allow Canadians to apply for appointment to the Senate.

10 Advisory Board members may travel for the purpose of performing their functions, including for meeting with candidates and individuals or groups as part of their consultations.

Confidentiality

- 11 (1)** All personal information provided to, and deliberations of, the Advisory Board are confidential and must be treated in accordance with the provisions of the *Privacy Act*.
- (2)** Any records created or received by the Advisory Board members that are under the control or will be under the control of the Privy Council Office are subject to the *Access to Information Act* and the *Privacy Act*.
- (3)** The members of the Advisory Board must maintain as confidential any information brought before them in the conduct of their work.
- (4)** Members of the Advisory Board must sign a confidentiality agreement as a precondition of their appointment.
- 12** No candidate is to be named publicly without their prior written consent.

Reporting

- 13 (1)** Within three months after submitting the names of qualified candidates to the Prime Minister, under the transitional process and following each subsequent appointment process, the Advisory Board must provide a report, in both official languages, to the Prime Minister that contains information on the process, including on the execution of the terms of reference, the costs relating to the Advisory Board's activities and statistics relating to the applications received.
- (2)** In addition, the report may provide recommendations for improvements to the process.
- (3)** The report must be made public.

Annex B: Biographical notes on Advisory Board members

(Members involved in the *Spring 2018* cycle)

Huguette Labelle (Chair)

Huguette Labelle holds a PhD (education) degree from the University of Ottawa, has honorary degrees from twelve Canadian universities, and from the University of Notre Dame, United States. She is a Companion of the Order of Canada. In addition, she is a recipient of the Order of Ontario, the Vanier Medal of the Institute of Public Administration of Canada, the Outstanding Achievement Award of the Public Service of Canada, the McGill University Management Achievement Award and the Francophonie's Ordre de la Pléiade.

Ms. Labelle is Emeritus Governor of the University of Ottawa, and was Chancellor of the University of Ottawa from 1994 to 2012. She is currently Vice-Chair of the Rideau Hall Foundation Board, Vice-Chair of the International Senior Advisory Board of the International Anti-Corruption Academy, Chair of the International Anti-Corruption Conference Council, member of the Board of the Global Centre for Pluralism, Board member of Global Financial Integrity, Board member of the Aga Khan Museum, member of the Advisory Committee of the Order of Ontario and Chair of the Selection Committee for Master's Scholarships on Sustainable Energy Development. Ms. Labelle is also a member of the Advisory Group to the Secretary General of the Organisation for Economic Co-operation and Development (OECD) on Integrity and Anti-Corruption, the Natural Resources and Energy Leadership Council and the Advisory Board of RESOLVE, and the University of Ottawa Campaign Cabinet. She is also a former Chair of Transparency International, as well as a former Board member of UN Global Compact.

Ms. Labelle also served for a period of nineteen years as Deputy Minister of different Canadian Government departments including Secretary of State, Transport Canada, the Public Service Commission and the Canadian International Development Agency.

Melissa Blake (Federal member)

Melissa Blake was elected to six consecutive terms, beginning in 1998, for the Regional Municipality of Wood Buffalo. She was first elected as mayor in October 2004 and concluded her final term in 2017.

Being the top elected official for one of Canada's largest municipalities brought with it tremendous challenges and opportunities. Wood Buffalo is the heart of Canada's energy industry and is often subject to global scrutiny. When the 2016 Horse River Wildfire forced the evacuation of 88, 000 people, Mayor Blake's strength and dedication earned the hearts and minds of Albertans, Canadians and the world. In Wood Buffalo, she worked hard to get her citizens "home".

Ms. Blake has served on numerous committees in addition to her regular council duties, including those related to development, protective services, community services and affordable housing. She has also served on two provincial associations.

Ms. Blake brought a range of experience including public affairs, materials & services and human resources to elected service from her corporate career. She holds a Bachelor of Administration degree from Athabasca University and has received numerous awards for her work.

She resides permanently in Fort McMurray, Alberta with her husband and two young sons.

François Rolland (Federal member)

The Honourable François Rolland was appointed a Superior Court of Quebec justice in 1996 and Chief Justice of the Superior Court of Quebec in 2004, a position he held until his retirement in 2015.

Following his retirement, Mr. Rolland was appointed by the Quebec government as Director of the Voluntary Reimbursement Program serving until the program ended in November 2017. He also presides over private mediation and arbitration mandates, involving mostly commercial matters, and including large multijurisdictional class actions.

He is a member of the Canadian Bar Association (CBA), a founding member and former chair of the Judges' Forum of the CBA and a past president of the CBA's Quebec Branch and of the Young Bar of Montreal. Mr. Rolland was awarded the Louis St-Laurent award for his exceptional contribution to the CBA and the CBA's Centennial Medal.

A member of the Board of the Canadian Forum on Civil Justice, Mr. Rolland is also a member of the International Insolvency institute, Vice-Chair of the Board of Directors of the Centre d'accès à l'information juridique, Chair of the Board of Directors of Éducaloi and a Commissioner of Ethics for the Barreau du Québec and the Chambre des notaires. He also taught ethics at the National Judicial Institute for 10 years.

The Honourable François Rolland graduated from University of Montreal in 1974 and was called to the Quebec Bar in 1975. Before his appointment as a judge, he was a partner at the law firm Fasken Martineau, practising mainly in the field of commercial and civil litigation.

Elizabeth Cannon (member for Alberta)

Dr. Elizabeth Cannon is the eighth President and Vice-Chancellor of the University of Calgary. As the leader of one of Canada's top research universities, she is a passionate advocate of higher education's ability to drive innovation, leadership and community engagement. Prior to her appointment as president, Dr. Cannon was dean of the Schulich School of Engineering at the University of Calgary.

Dr. Cannon is a Professional Engineer, a fellow of the Royal Society of Canada, a fellow of the Canadian Academy of Engineering and an elected foreign associate of the National Academy of Engineering. She currently serves as co-chair of the Business-Higher Education Roundtable and as a member of the Board of Governors at the Sidra Research and Medical Center in Qatar.

Throughout her career, Dr. Cannon has championed women in the fields of science, technology, engineering and mathematics (STEM). From 1997 to 2002, she held the NSERC/Petro-Canada Chair for Women in Science and Engineering for the Prairie Region.

Dr. Cannon has received several awards, including the Johannes Kepler Award from the U.S. Institute of Navigation, APEGA's Centennial Leadership Award and the Gold Medal Award from Engineers Canada. She was selected as one of Canada's Top 40 Under 40 and was named as one of Canada's 100 Most Powerful Women by the Women's Executive Network.

She has served on the National Advisory Board on Earth Sciences to the Canadian Minister of Natural Resources, as past president of the U.S. Institute of Navigation and as past director of the Canada Foundation for Innovation.

Dr. Cannon holds a Bachelor of Applied Science in mathematics from Acadia University, as well as a BSc, MSc and Ph.D in geomatics engineering from the University of Calgary.

Karen MacKenzie (member for Alberta)

Karen MacKenzie is a proud Cree-Métis and the co-founder and president of MacKintosh Canada, an Indigenous-owned international consulting company. A proven leader, a skilled consultant and an empowering coach, Ms. MacKenzie is a highly respected authority on individual, team, organizational and community change; the development of strategic alliances, governance and strategic planning. She is a spokesperson for the United Nations Declaration on the Rights of Indigenous Peoples and the Calls to Action from the Truth and Reconciliation Commission. As a professional speaker, Ms. MacKenzie inspires audiences to find their inner passion and to move forward in the direction of their dreams.

Ms. MacKenzie is a member of the Edmonton Police Commission and the Circle of Elders for Edmonton Catholic Schools, whose work has been heralded across Canada as a wise practice that enables greater success rates for First Nations, Métis and Inuit learners. Ms. MacKenzie is a Senior Advisor to the Indigenous Women in Community Leadership, Coady Institute, St. Francis Xavier University, and is a member of the Advisory Council for IdeaConnector.net, a virtual learning community for Indigenous entrepreneurs.

Ms. MacKenzie is actively involved in her community as a volunteer and was an inaugural member of the Homeless Commission for the City of Edmonton, Alberta. She is a past board member for Alberta Women Entrepreneurs (AWE) and Women Building Futures. She has also been appointed to the Métis Women's Council on Economic Security.

Anne Giardini (member for British Columbia)

Anne Giardini is the 11th Chancellor of Simon Fraser University (SFU). She served on SFU's Board of Governors for five years before being appointed chancellor in 2014. A director, lawyer and writer, Ms. Giardini was president of Weyerhaeuser Company from 2008 to 2014 after serving as Weyerhaeuser's general counsel. A longtime leader within Canada's resource industry, she has served on many related boards, including: B.C.'s Council of Forest Industries; the Alberta Forest Products Association; the Forest Products Association of Canada; and, Sustainable Forestry Initiative, Inc.

She holds a BA in Economics from SFU, LL.B. from the University of British Columbia and LL.M. from Cambridge University (Trinity Hall). She is the author of two novels and the editor of a collection of advice for writers.

Ms. Giardini is currently a member of the board of TransLink, WWF-Canada and the Canada Mortgage and Housing Corporation, Past Chair of the Vancouver Board of Trade, and an honorary patron of the Seaforth Highlanders of Canada.

In 2011, Ms. Giardini received the Robert V.A. Jones Award recognizing leadership in corporate counsel practice and was named one of Canada's 25 most influential lawyers by Canadian Lawyer magazine. She was honoured with a Queen Elizabeth II Diamond Jubilee Medal and a Lexpert Zenith Award in 2013. In 2015, she received the Western Canada General Counsel Lifetime Achievement Award

Vikram Vij (member for British Columbia)

Vikram Vij is a chef, entrepreneur, author and television personality. Born in India, Mr. Vij left home at the age of 20 to start his culinary journey abroad. The talented young chef has worked all over Europe and finally decided to call Canada home. He emigrated to Banff, Alberta in 1989 and started work at the Banff Springs Hotel in various positions.

In 1994, he opened a successful fine-dining restaurant, Vij's, in Vancouver. Vij's created delicate food cooked by hand and lots of love which led to international and national accolades by great food writers and authors like Anthony Bourdain, Patricia Wells, Thomas Keller.

Mr. Vij also produces a line of gourmet meals named Vij's At Home and Vij's Indian food is served on all Air Canada flights to India.

Mr. Vij has also hosted shows like Recipe to Riches, Top Chef Canada, Chopped Canada and was the first Indo-Canadian Dragon on a very popular show on CBC, called Dragon's Den, where he was helping out other entrepreneurs to achieve their dreams as someone had helped him one day.

Mr. Vij is a passionate supporter of the sustainable food industry and culinary training and education. He has championed a number of causes, including: the Vancouver Aquarium's Ocean Wise Sustainable Seafood Program; the Chef's Table Society of British Columbia; and, the Green Table Society. He is also a certified sommelier and recipient of an honorary Doctorate of Law from Simon Fraser University as well as an honorary Doctorate from the University of British Columbia. Vij's as an institution has funded and opened Vij's Kitchen, a state-of-the-art culinary learning facility, at the University of British Columbia; Vij's Kitchen is dedicated to teaching future chefs and nutritionists about ethnic food and cuisine.

James Igloliorte (member for Newfoundland and Labrador)

James Igloliorte of Hopedale, Newfoundland and Labrador, is a retired provincial court judge. He graduated with a Bachelor of Science and a Bachelor of Education from Memorial University, Newfoundland, in 1974 and started his career as a teacher on the west coast of Newfoundland.

Appointed first as a lay magistrate in 1980, Mr. Igloliorte subsequently took responsibility of the Labrador court and circuit system and completed law school at Dalhousie University in Halifax, Nova Scotia, in 1985. He then returned to take up duties in Happy Valley-Goose Bay as a circuit judge, a position he held for the majority of his career. Mr. Igloliorte was a 1999 National Aboriginal Achievement Award recipient in the category of Law and Justice. He stepped down from the bench in 2004.

In addition to his impressive legal career, Mr. Igloliorte is a past Labrador Director with the Innu Healing Foundation and was a commissioner with the Royal Commission on Renewing and Strengthening Our Place in Canada. He has also worked as Newfoundland and Labrador's child and youth advocate and was commissioner of the Qikiqtani Truth Commission in Nunavut.

Mr. Igloliorte and his wife live in St. John's, Newfoundland and Labrador, and have four children and five grandchildren.

Susan Dyer Knight (member for Newfoundland and Labrador)

Socio-cultural entrepreneur Susan Knight is a champion of the intrinsic value of people singing together. A choral conductor and music educator of international repute, her principal current focus is advocating the power of social singing as an engine for individual human health/enrichment and collectively for the creation of an empathic community.

Dr. Knight holds bachelor degrees in music/music education (Memorial University), a master of arts, music education (University of St. Thomas, Minneapolis) and a Ph.D. (University of London).

She is also Chancellor of Memorial University and Visiting Researcher, International Music Education Research Centre, UCL Institute of Education at University of London. She has given presentations at national and international conferences and her work has been published in professional journals, conference proceedings and musical editions.

Founder/Chair of Growing the Voices: Festival 500, a movement to develop access to and diverse opportunities for singing across the lifespan, Dr. Knight also founded Shallaway Youth Choir (1992) and Festival 500 (1997), and has an extensive discography and filmography.

A consultant, author, producer, speaker and arts advocate, she is active in governance nationally and internationally. Dr. Knight has produced a canon of choral work chiefly exploring place, empathic community, ecology and change. She has commissioned published, recorded and/or broadcast works by composers, locally and globally. Her principal focus as a researcher is on adult singing recovery/discovery.

Dr. Knight holds an honorary LLD (Memorial University, 2005) and was invested in the Orders of Canada (2004) and of Newfoundland and Labrador (2005).

Robert James Sanderson (member for Northwest Territories)

Robert James Sanderson has been an active member of the Métis Nation of the Northwest Territories and Alberta and was elected as Deputy Mayor for a term on the Fort Smith Town Council.

Most of Mr. Sanderson's 32-year career was spent in senior management positions with the Public Service where he was responsible for several staff members and a sizeable budget.

From 1981 to 1996, he worked for the Public Service Commission, Yellowknife, NT and Edmonton, AB. During this time, he took on a one-year assignment as CEO with Mikisew Cree First Nation, Fort Chipewyan, AB. From 1996 to 2009, he held the position of Regional Superintendent of the Financial Management Board Secretariat and Human Resources. He was also appointed Regional Director for the South Slave Region, a position he held for three years until his retirement in 2009.

Mr. Sanderson, an active volunteer, has lived in Cambridge Bay, NU, Yellowknife, NT and Whitehorse, YT. He now lives with his family in Fort Smith, NT, where he was born and raised.

Kathy Tsetso (member for Northwest Territories)

For over 15 years, Kathy Tsetso served as Chief Executive Officer at the Dehcho Health and Social Services Authority, an organization that provides medical care, mental health care, health promotion, counselling and other health and social services to the 3,400 residents of the Dehcho region in the Northwest Territories. Previously, she had held several positions in the Department of Health and Social Services, including that of superintendent of social services.

Throughout her career, Ms. Tsetso has been a member of associations and committees such as the Canadian Health Care Association and the Canadian College of Health Leaders, and has served as a member of the board of directors at the Child Welfare League of Canada and Canada Northwest FASD Network. She is currently chair of the DFN Investment Management Board of Directors, member of the board of directors at Nogha Enterprises, Ltd. and past Chair of the Aurora College Board of Governors.

Ms. Tsetso is a recipient of the Town of Fort Smith Academic Award and the Social Service Program Academic Honours Award. She also is a registered Nursing Assistant, with a diploma in social services.

Highly motivated, determined and keen to tackle new challenges, she has strong interpersonal and communication skills and has experience working with and for people at the community, regional and Territory level.

Jennifer Gillivan (member for Nova Scotia)

Jennifer Gillivan is President and CEO of the IWK Foundation, which raises funds to help the IWK Health Centre provide critical and specialized care to women, children, youth and families throughout the Maritime Provinces.

Ms. Gillivan has an extensive background in philanthropy, partnerships, public speaking, strategy, marketing and leadership. Born and educated in Dublin, Ireland, she immigrated to Canada in 1982. Prior to joining the IWK Foundation, Ms. Gillivan worked with the Canadian Broadcasting Corporation for 14 years, including as Director of Partnerships, Communications, Marketing and Brand for the CBC across Canada.

She is an active member of her community, serving on the boards of Canada Children's Hospital Foundations and the Children's Miracle Network. She is also the Atlantic Ambassador for Women Get On Board. In addition, she is an active member of the Rotman School of Business "Judy Project" Advisory Board and enjoys motivational speaking. She has also completed the Ivey School of Business KPMG Community Shift program.

Ms. Gillivan has received numerous awards. In 2017, for instance, she received the RBC Top 25 Canadian Immigrant award, the Top 25 Maritime Immigrant award and the Halifax Chamber of Commerce Business Person of the Year. She also obtained her Institute of Corporate Directors designation in 2017 and she was featured in Canada 150 Women, published in November 2017 and was presented with the Atlantic Business Magazine Top 50 CEO Award for 2014, 2015 and 2017.

Ramona Lumpkin (member for Nova Scotia)

Dr. Ramona Lumpkin has held important academic and administrative leadership positions at several universities in Canada and the United States, including Principal of Huron University College and Vice-President Academic and Provost of Royal Roads University in Victoria. In 2010, she joined Mount Saint Vincent University as the President and Vice-Chancellor. She occupied that position until 2017.

Throughout her career, Dr. Lumpkin has been actively engaged in women's studies, in advocacy on behalf of women's issues, in promoting the role of women in higher education and in enhancing access to education for Aboriginal learners.

In 2014, Dr. Lumpkin was appointed a Member of the Order of Canada in recognition of her leadership in post-secondary education, her promotion of community-based learning initiatives and her support for the advancement of women. In October 2017, she received the Governor General's Persons Case Award for her advocacy on behalf of women's rights.

She holds a Ph.D in English Literature from the University of Kentucky and is a former Fulbright Scholar to England.

Dr. Lumpkin is currently Chair of Engage Nova Scotia and a member of several boards such as: Women Active Nova Scotia; Frank H. Sobey Fund for Excellence in Business Education; and, Canadian Women's Foundation. She is also a member of the YWCA Halifax Advisory Council on the Economic Empowerment of Women and of the Executive of the International Women's Forum (IWF), Atlantic Region.

Dawn Lavell Harvard (member for Ontario)

Dr. Dawn Lavell Harvard, Ph.D, has since 2016 served as the Director, First Peoples House of Learning, at Trent University. Prior to taking on this role, she was President of the Native Women's Association of Canada (NWAC), having previously been Vice-President of NWAC for almost three years.

A proud member of the Wikwemikong First Nation on Manitoulin Island, Dr. Lavell Harvard was the first Aboriginal Trudeau Scholar and has worked for 25 years to advance the rights of Aboriginal women and their families in Ontario.

Since joining the Board of the Ontario Native Women's Association as a youth director in 1994, Dr. Lavell Harvard has been working toward the empowerment of Aboriginal women and their families. The mother of three girls, she was co-editor of the original volume on Indigenous Mothering, *Until Our Hearts Are on the Ground: Aboriginal Mothering, Oppression, Resistance and Rebirth*. She has since published *Mothers of the Nations*, co-edited with Kim Anderson, as well as *Forever Loved: Exposing the Hidden Crisis of Missing and Murdered Indigenous Women and Girls in Canada*, co-edited with Jennifer Brant.

In 2018, Dr. Lavell Harvard was awarded the Sovereign's Medal for Volunteers in recognition to her contributions to her community.

Dr. Lavell Harvard has followed in the footsteps of her mother Jeannette Corbiere Lavell, a noted advocate for Indigenous women's rights. Dr. Lavell Harvard holds a Ph.D in Education from the University of Ottawa, focusing on the processes necessary to foster academic success for Indigenous students, and a Honourary Ph.D from Nipissing University in recognition of her work for the restoration of the Riggs Indigenous women.

Murray Segal (member for Ontario)

Following a distinguished career with the Ontario government, including eight years as Deputy Attorney General of Ontario and a stint as Deputy Minister Responsible for Aboriginal Affairs, Murray Segal now practises as an independent legal counsel and consultant in Toronto. His practise focuses on assisting the public and broader public service in improving the delivery of services.

Mr. Segal was chief legal advisor to the Government of Ontario as well as advisor to Cabinet, the Attorney General, other Ministers, and Deputy Ministers. In that capacity, he oversaw all government litigation. He is also experienced at developing legislation.

Prior to his time as Deputy Attorney General, Mr. Segal was the Chief Prosecutor for the Province of Ontario, leading the largest prosecution service in Canada.

Mr. Segal has been certified as a Criminal Law Specialist by the Law Society of Upper Canada and is the author of numerous legal publications, with a particular focus on the Canadian

Charter of Rights and Freedoms, disclosure, and procedure. He is also a frequent participant in continuing education programs.

Mr. Segal is a member of the Board of Directors of the Canadian Mental Health Association of Toronto and is on the Board of Trustees of the Centre for Addiction and Mental Health. In 2013, he was appointed a member of the Ontario Review Board. In October 2015, Mr. Segal released a Report to the Province of Nova Scotia on the justice system's handling of the Rehtaeh Parsons matter.

Jeannette Arsenault (member for Prince Edward Island)

Jeannette Arsenault has been co-owner of Cavendish Figurines Ltd., now operating under the name Shop and Play, since its establishment in 1989. Prior to starting this business, which employs nearly two dozen people each tourist season, Ms. Arsenault worked for 15 years with Statistics Canada.

Cavendish Figurines has earned a number of accolades over the years. Ms. Arsenault was given the "Summerside Good Neighbour Award" in 2002 and in 2003 was named one of the "100 most Powerful Women in Canada" by the Women's Executive Network. In 2018, she received the "Prix de l'Entrepreneur distingué" from RDÉE Île-du-Prince-Édouard. She is also a recipient of the Queen's Jubilee Medal as well as the Canada 150 Medal.

Ms. Arsenault serves on many committees – among them, the Entrepreneurs' Forum, (both the local and the Atlantic Committee), the University of Prince Edward Island and the RDÉE Île-du-Prince-Édouard. In addition, she served as President of the Summerside Chamber of Commerce in 2001.

Born on Prince Edward Island, Ms. Arsenault grew up in Abram Village. She is fluent in English and French and is married with two children and two grand-daughters.

J. Allan Shaw (member for Prince Edward Island)

J. Allan Shaw obtained a Bachelor's degree from the University of Prince Edward Island in 1974. He subsequently earned a Master of Adult Education from Saint Francis Xavier University, in 1982, and a Bachelor of Laws degree from the University of New Brunswick in 1988.

Before being called to the Bar, Mr. Shaw started his career as a rural development resource worker for the Department of Development on Prince Edward Island, in addition to working at Holland College as an instructor in adult education, interpersonal communications and leadership. He joined the legal firm Ramsay, Clark and Shaw in 1988 and, in 1990, opened his own practice in Alberton, PEI, where for 17 years he served as barrister, solicitor and notary public.

Mr. Shaw has long been active in his community and has a wealth of volunteer experience. He is Past President and Director of the Prince County Exhibition and of the Prince Edward Island Association of Exhibitions. He is also the former Director of the Alberton Heritage Museum, a committee member of O'Leary Hockeytown History Book and a former Director of the O'Leary Library. He has coached hockey, soccer and softball teams.

The recipient of several honours, Mr. Shaw has been named Prince County Exhibition's Director of the Year and received the Canadian Association of Fairs and Exhibitions' Distinguished Service Award, the Ken Pridham Memorial Award for Volunteer of the Year and the West Prince District Friend of 4-H Award.

Riel Bellegarde (member for Saskatchewan)

Riel Bellegarde is a proud member of Treaty Four and the Peepeekisis First Nation, and a graduate of the University of New Hampshire, with a Bachelor of Business Administration from the Whittemore School of Business and Economics.

Mr. Bellegarde is currently President and CEO of the Saskatchewan Indian Institute of Technologies. He started his career with the Peepeekisis First Nation and the File Hills Qu'Appelle Tribal Council before joining the federal public service in 1994, working, from 1997, for Indian and Northern Affairs Canada. He was subsequently appointed to the Executive Group in 1999 and has since held several executive positions across diverse portfolios. In March 2003, he was appointed to the senior position of Regional Director General, Saskatchewan Region.

Mr. Bellegarde is married with two children.

Vianne Timmons (member for Saskatchewan)

Dr. Vianne Timmons received her Bachelor of Arts degree in 1979, with a combined major in Psychology and English. She subsequently obtained a Bachelor of Special Education in 1980. Three years later she completed her Master of Education in Special Education. In 1993, Dr. Timmons earned her Ph.D in Education Psychology.

Dr. Timmons was appointed Chair of the Education Department at the St. Francis Xavier University in 1992 and in 1996 joined the Faculty of Education at the University of Prince Edward Island, where she became Vice-President, Academic Development, in 2001. In 2008, Dr. Timmons became the seventh President and Vice-Chancellor of the University of Regina. There, she maintains a wide-ranging research program with particular emphasis on family literacy and inclusive education.

Active in the academic community, she is currently Chair of Universities Canada's Standing Committee on International Relations and a member of the Canada Foundation for Innovation, and is Past President of the International Association of the Scientific Study of Intellectual and Developmental Disabilities.

Dr. Timmons has been honoured with numerous distinctions, including being named an Officer of the Order of Canada, in 2017. In 2016, she received the Council of Advancement and Support of Education District VIII Leadership Award for contributions to post-secondary education. She has served on several boards, including Economic Development Regina, the Wascana Centre Authority and the Canadian Bureau for International Education. She is also a member of the Bras d'Or Mi'kmaq First Nation.

Carl Friesen (member for Yukon)

Carl Friesen has a degree in Geomatics Engineering from the University of Calgary and a degree in Biochemistry from the University of British Columbia.

A Yukon businessman, husband to wife Robyn and father to two children Zoë and Jeremy, Mr. Friesen is a senior partner and Vice President at Underhill Geomatics Ltd (Underhill and Underhill). He is also a professional engineer, a Canada Lands Surveyor, a British Columbia Land Surveyor and a Fellow of Engineers Canada.

Mr. Friesen joined Underhill in 1971 and became a partner in 1989. He has managed branch offices and has performed large project management and legal and engineering survey projects in all regions of Yukon, Northwest Territories, Nunavut and British Columbia in addition to undertaking international projects. He is a specialist in legal surveys on Canada Lands, engineering surveys, logistical organization, land claim surveys, GPS, Photo and conventional geodetic control surveys.

Mr. Friesen remains active in business and social committees in Yukon and on a national level. He is a past member of the Jack Hulland School Council, past president of the Association of Canada Lands Surveyors and past president of Engineers Yukon, ACLS representative on the Canadian Council Land Surveyors and is a current director of the Yukon Contractors Association, a member of the Yukon Land Titles Advisory Committee and the founder/initiator of the Yukon Industry Conference.

Diane Strand (member for Yukon)

Diane Strand obtained a Business Administration degree from Yukon College in 1996, a Personal Life Coach Certificate from the Rayner Institute in Calgary in 2014 and an Integrative Energy Healing Certificate from Langara College in Vancouver in 2017.

Since joining the Champagne and Aishihik First Nations in 1996, she has occupied several positions, leading to her 2015 appointment as Director, Community Wellness. Her role is to provide leadership on intergovernmental co-operation and program development related to new initiatives towards community health and well-being, working to remove barriers within existing government operations.

Mrs. Strand is also a Returning Officer for Kluane Region and an Independent Consultant for Crow's Light Consulting where she delivers workshops related to community and individual healing.

Possessing a wealth of volunteer and board experience, she is currently a member of the Yukon Lotteries Commission, the Yukon Hospital Corporation and the St. Elias School Council. She also teaches and leads a dance group of Southern Tutchone Dance: Dakwākāda Dancers.

Through both work and volunteer activities, Diane is involved in many heritage-related initiatives, including traditional dance and song; culture camps for youth; and community genealogy studies.

Mrs. Strand currently lives in Haines Junction and is the mother of two grown children and a grandmother to an 11-month-old grandson.

Annex C: Assessment criteria

Constitutional eligibility requirements

An individual must meet the constitutional eligibility requirements at the time of appointment to the Senate.

Age

An individual must be a minimum of 30 years of age and be less than 75 years of age.

Citizenship

An individual must be a citizen of Canada.

Net Worth in Real and Personal Property

An individual must own property with a net value of \$4,000 in the province for which he or she is appointed, and have an overall net worth of \$4,000 in real and personal property.

In the case of Quebec, a nominee must have his or her real property qualification in the electoral division for which he or she is appointed, or be resident in that electoral division.

- Senators from Quebec must represent one of [24 electoral divisions](#).

Residency

An individual must be a resident of the province for which he or she is appointed.

- An individual must have his or her place of permanent residence in the province or territory of vacancy at the time of application and appointment. The permanent residence of an individual is where the person is ordinarily present and has made his or her home for a minimum period of two years leading up to the application. The individual must provide documentation of residence in the province or territory.
- Despite rule 1, an exception to the two-year requirement may be made in a case where an individual is temporarily absent from the province or territory of vacancy for reasons of employment or education but can provide satisfactory proof he or she intends to return to his or her permanent residence in the province or territory of vacancy.

Merit-based criteria established by the Government

Non-Partisanship

Individuals must demonstrate to the Advisory Board that they have the ability to bring a perspective and contribution to the work of the Senate that is independent and non-partisan. They will also have to disclose any political involvement and activities. Past political activities would not disqualify an applicant.

Knowledge Requirement

Individuals must demonstrate a solid knowledge of the legislative process and Canada's Constitution, including the role of the Senate as an independent and complementary body of sober second thought, regional representation and minority representation.

Personal Qualities

Individuals must demonstrate outstanding personal qualities, including adhering to the principles and standards of public life, ethics, and integrity.

Individuals must demonstrate an ability to make an effective and significant contribution to the work of the Senate, not only in their chosen profession or area of expertise, but the wide range of other issues that come before the Senate.

Qualifications Related to the Role of the Senate

An individual must demonstrate one of the following criteria:

- a high level of experience, developed over many years, in the legislative process and public service at the federal or provincial/territorial level; and/or,
- a lengthy and recognized record of service to one's community, which could include one's Indigenous, ethnic or linguistic community; and/or,
- recognized leadership and an outstanding record of achievement in the nominee's profession or chosen field of expertise.

Additional considerations

Gender, Indigenous and Minority Representation

Individuals will be considered with a view to achieving gender balance in the Senate. Priority consideration will be given to applicants who represent Indigenous peoples and linguistic, minority and ethnic communities, with a view to ensuring representation of those communities in the Senate.

Bilingualism

Fluency in both official languages will be considered an asset.

Annex D: News releases

Prime Minister announces the appointment of a Senator(s)

(October 11, 2018)

<https://pm.gc.ca/eng/news/2018/10/11/prime-minister-announces-appointment-two-senators>

(October 3, 2018)

<https://pm.gc.ca/eng/news/2018/10/03/prime-minister-announces-appointment-three-senators>

(September 24, 2018)

<https://pm.gc.ca/eng/news/2018/09/24/prime-minister-announces-appointment-two-senators>

(June 20, 2018)

<https://pm.gc.ca/eng/news/2018/06/20/prime-minister-announces-appointment-senator>

(June 15, 2018)

<https://pm.gc.ca/eng/news/2018/06/15/prime-minister-announces-appointment-senator>

(June 6, 2018)

<https://pm.gc.ca/eng/news/2018/06/06/prime-minister-announces-appointment-two-senators>

(June 1, 2018)

<https://pm.gc.ca/eng/news/2018/06/01/prime-minister-announces-appointment-senator>

(March 15, 2018)

<https://pm.gc.ca/eng/news/2018/03/15/prime-minister-announces-appointment-senator>

(February 15, 2018)

<https://pm.gc.ca/eng/news/2018/02/15/prime-minister-announces-appointment-two-senators>

(December 4, 2017)

<https://pm.gc.ca/eng/news/2017/12/04/prime-minister-announces-appointment-two-new-senators>

(August 30, 2017)

<https://pm.gc.ca/eng/news/2017/08/30/prime-minister-announces-appointment-new-senator>

Prime Minister announces intention to recommend the appointment of new Senators

(November 2, 2016)

<http://pm.gc.ca/eng/news/2016/11/02/prime-minister-announces-intention-recommend-appointment-six-new-senators>

(October 31, 2016)

<http://pm.gc.ca/eng/news/2016/10/31/prime-minister-announces-intention-recommend-appointment-six-new-senators>

(October 27, 2016)

<http://pm.gc.ca/eng/news/2016/10/27/prime-minister-announces-intention-recommend-appointment-nine-new-senators>

(March 18, 2016)

<http://pm.gc.ca/eng/news/2016/03/18/prime-minister-announces-intention-recommend-appointment-seven-new-senators>

Minister Gould announces appointments to Independent Advisory Board for Senate Appointments (July 25, 2018)

<https://www.canada.ca/en/democratic-institutions/news/2018/07/minister-gould-announces-appointments-to-independent-advisory-board-for-senate-appointments.html>

Minister Gould announces improvements to the Senate appointments process – applications open now! (February 21, 2018)

https://www.canada.ca/en/democratic-institutions/news/2018/02/minister_gould_announcesimprovementstothesenateappointmentsproce.html

The Independent Advisory Board for Senate Appointments launches new application intake and publishes its report (December 21, 2016)

<https://www.canada.ca/en/privy-council/news/2016/12/independent-advisory-board-senate-appointments-launches-new-application-intake-publishes-report.html?=&wbdisable=true>

Process to fill upcoming Senate vacancies in New Brunswick, Nova Scotia and Ontario begins (December 20, 2016)

<https://www.canada.ca/en/democratic-institutions/news/2016/12/process-fill-upcoming-senate-vacancies-new-brunswick-nova-scotia-ontario-begins.html>

List of anticipated Senate vacancies in New Brunswick, Nova Scotia and Ontario in 2017 (December 20, 2016)

<https://www.canada.ca/en/democratic-institutions/news/2016/12/list-anticipated-senate-vacancies-new-brunswick-nova-scotia-ontario-2017.html>

Minister of Democratic Institutions announces launch of the permanent phase of the independent Senate appointments process (July 7, 2016)

<https://www.canada.ca/en/democratic-institutions/news/2016/7/minister-of-democratic-institutions-announces-launch-of-the-permanent-phase-of-the-independent-senate-appointments-process.html>

Report of the Independent Advisory Board for Senate Appointments (April 5, 2016)

<https://www.canada.ca/en/democratic-institutions/news/2016/4/report-of-the-independent-advisory-board-for-senate-appointments.html>

Minister of Democratic Institutions announces establishment of the Independent Advisory Board for Senate Appointments (January 19, 2016)

<https://www.canada.ca/en/democratic-institutions/news/2016/1/minister-of-democratic-institutions-announces-establishment-of-the-independent-advisory-board-for-senate-appointments.html>

Government Announces Immediate Senate Reform (December 3, 2015)

<https://www.canada.ca/en/democratic-institutions/news/2015/12/government-announces-immediate-senate-reform.html>

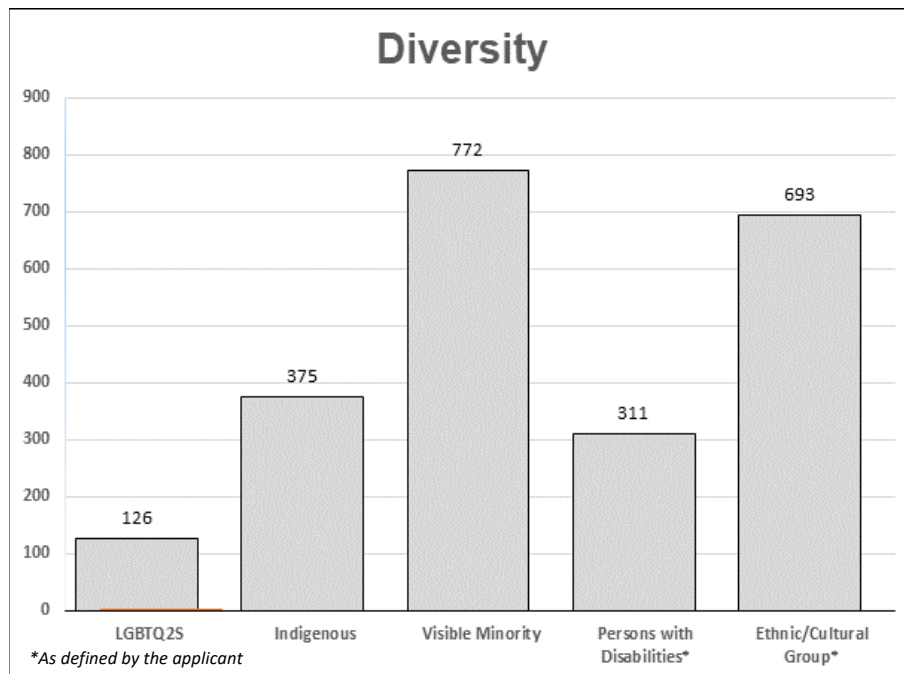
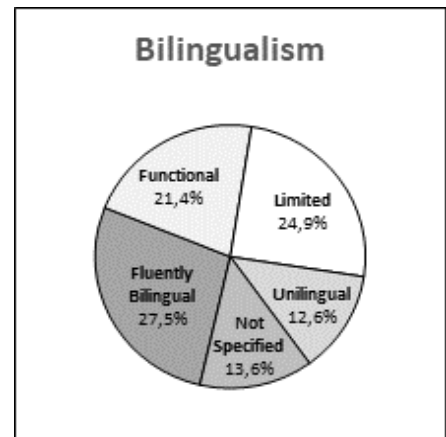
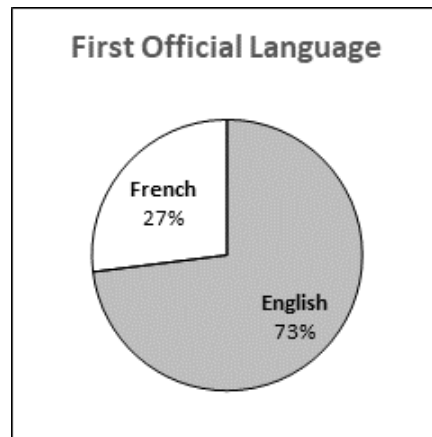
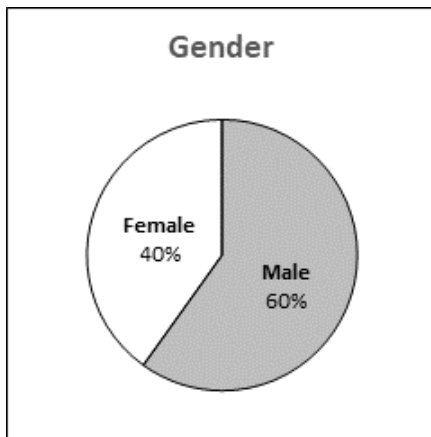
Annex E: Statistics on candidacies

Summary

Key facts⁴:

- The percentage of **women** who applied is below the Canadian population estimate (40% vs. 50.4%).
- The percentage of applicants identifying French as their **first official language** is greater than the Canadian population representation (27% vs. 22.2%).
- **Indigenous** representation is higher than the Canadian population (11.6% vs. 4.9%).
- **Visible minority** representation is higher than the Canadian population (23.9% vs. 22.3%).
- Representation of **persons with disabilities** is lower than the Canadian population (9.6% vs. 22.3%).

**3,232
applicants**



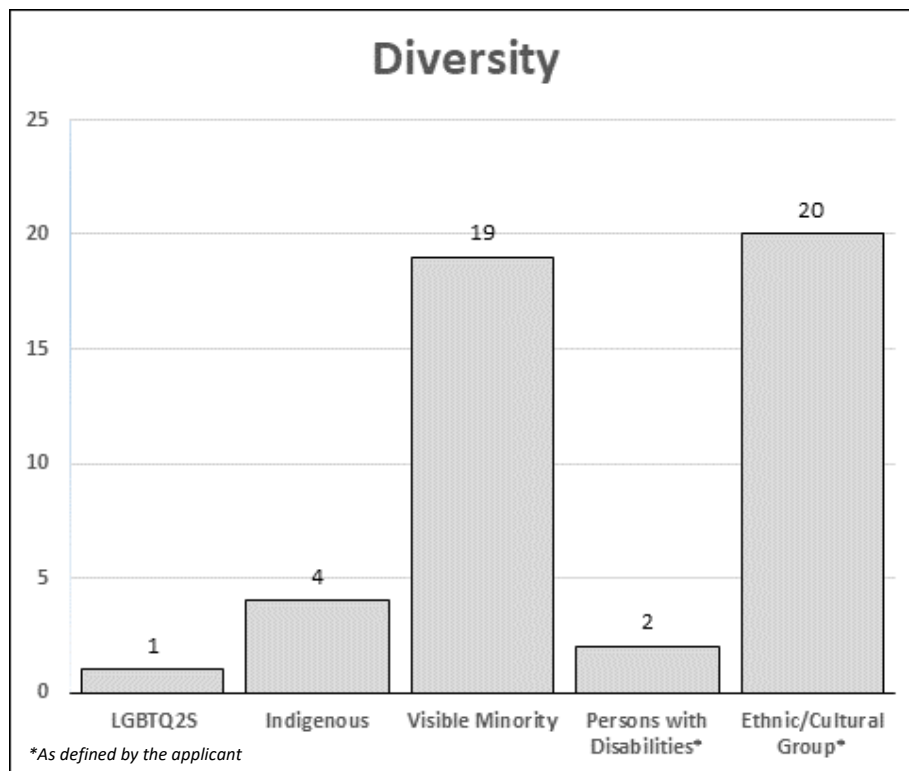
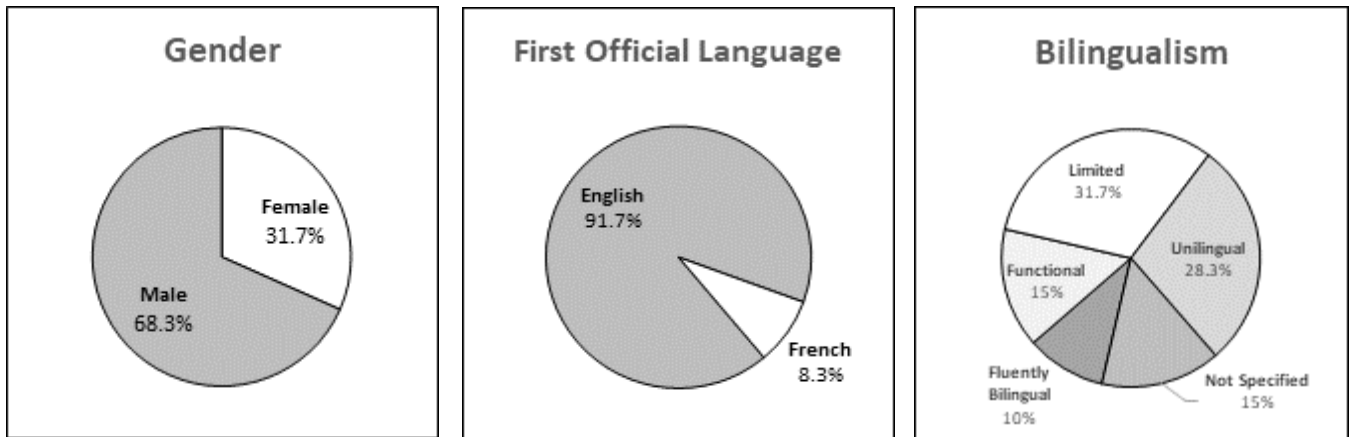
⁴ <http://officiallanguages.gc.ca/en/statistics/canada>
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<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310037401>
<https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/index.cfm?Lang=E>

Alberta

Key facts:

- Representation of **women** is below the Alberta population estimates (31.7% vs. 49.4%).
- The percentage of applicants identifying French as their **first official language** is higher than the Alberta population representation (8.3% vs. 1.8%).
- **Indigenous** representation is slightly higher than the Alberta population (6.7% vs. 6.5%).
- **Visible minority** representation is greater than that of the Alberta population (31.7% vs. 23.5%).
- Representation of **persons with disabilities** is lower than the Alberta population (3.3% vs. 21.7%).

**60
applicants**

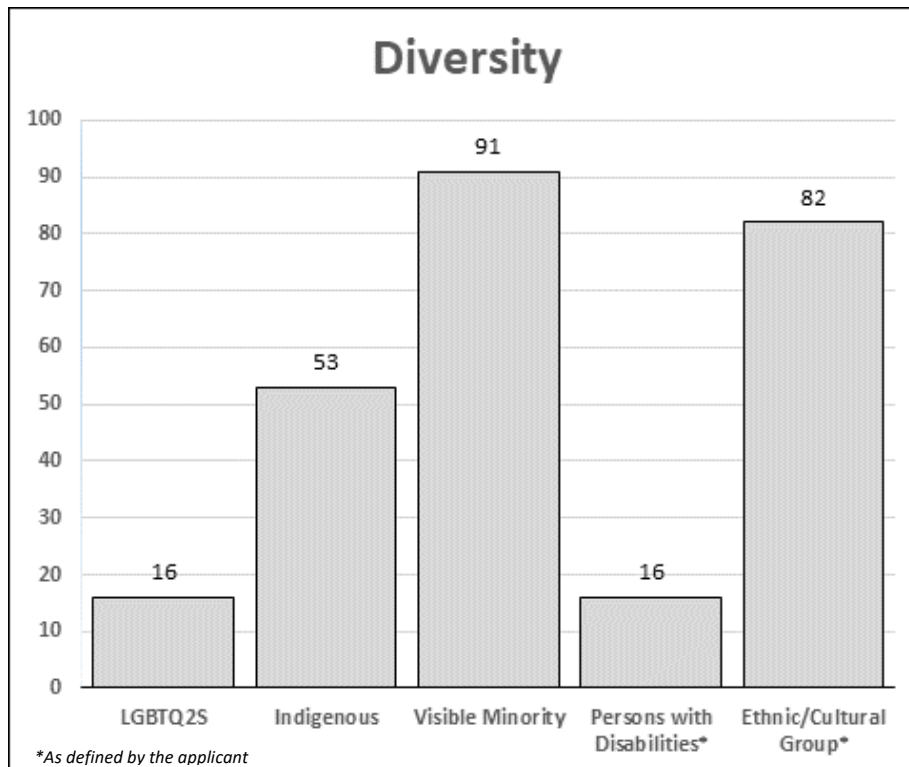
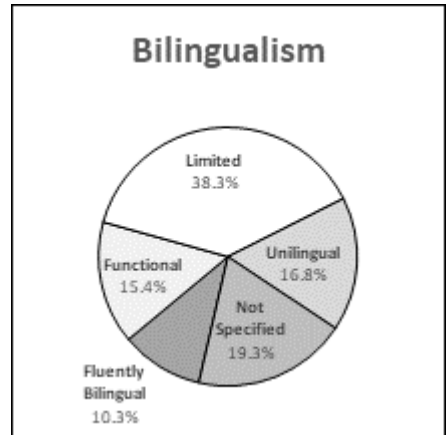
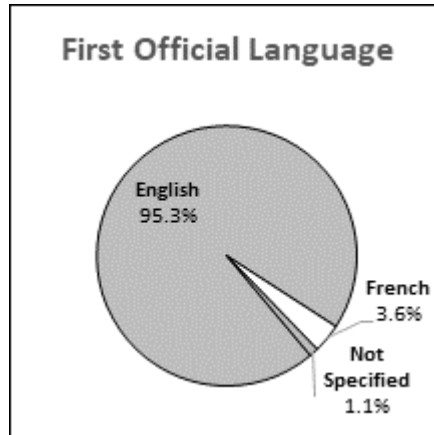
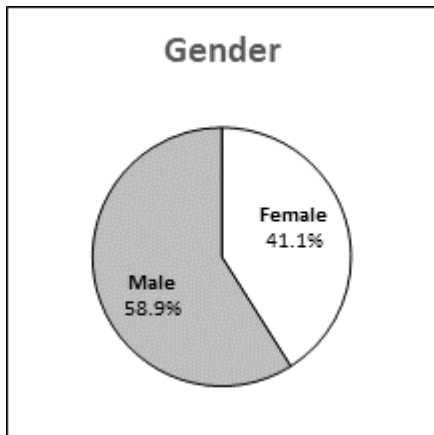


British Columbia

**358
applicants**

Key facts:

- Representation of **women** is below the British Columbia population estimates (41.1% vs. 50.4%).
- The percentage of applicants identifying French as their **first official language** is higher than the British Columbia population representation (3.6% vs. 1.2%).
- **Indigenous** representation is higher than the British Columbia population (14.8% vs. 5.9%).
- **Visible minority** representation is below that of the British Columbia population (25.4% vs. 30.3%).
- Representation of **persons with disabilities** is lower than the British Columbia population (4.5% vs. 24.7%).

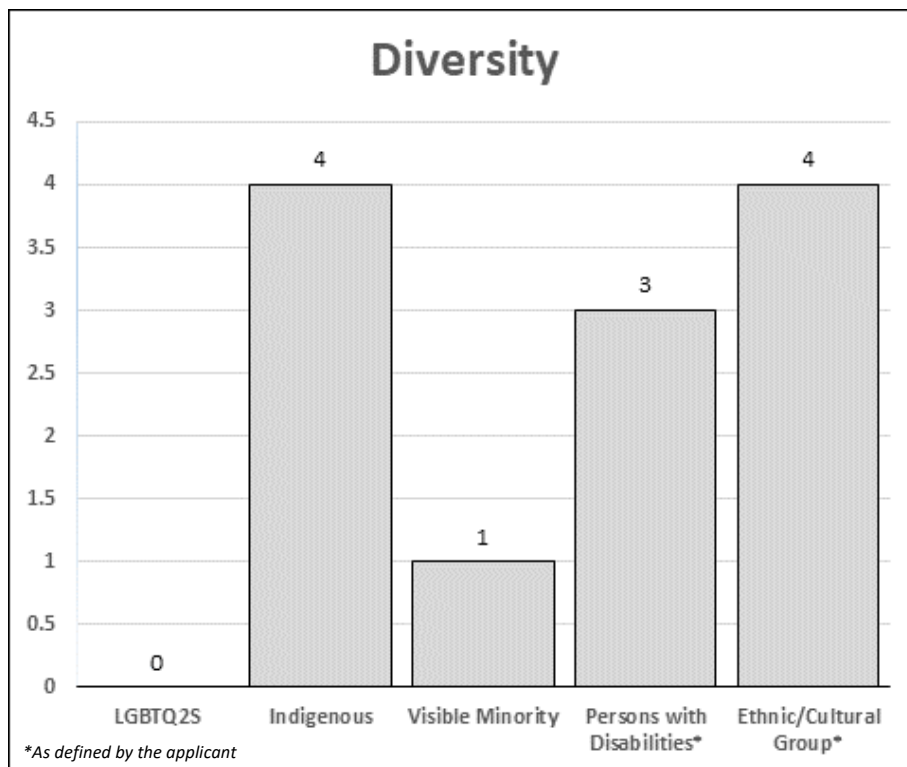
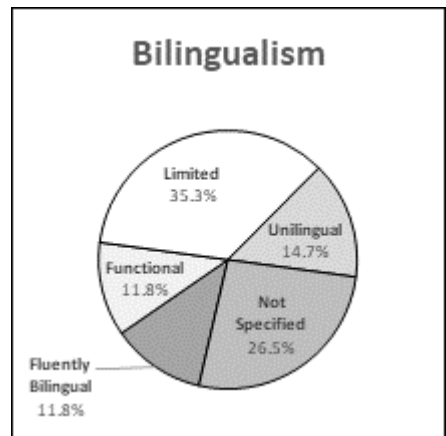
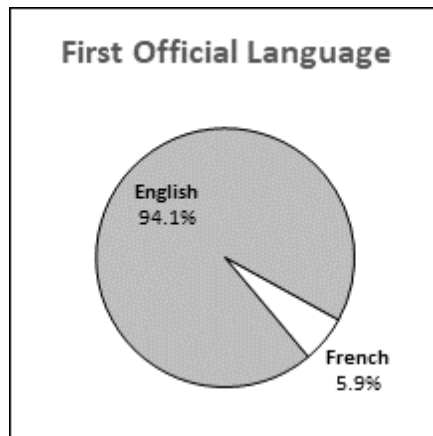
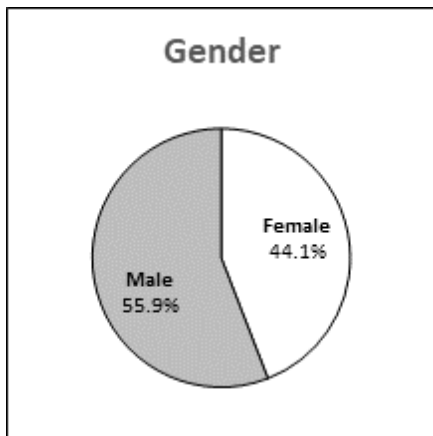


Newfoundland and Labrador

**38
applicants**

Key facts:

- Representation of **women** is below the Newfoundland and Labrador population estimates (44.1% vs. 50.7%).
- The percentage of applicants identifying French as their **first official language** is higher than the Newfoundland and Labrador population representation (5.9% vs. 0.4%).
- **Indigenous** representation is higher than the Newfoundland and Labrador population (10.5% vs. 8.9%).
- **Visible minority** representation is above that of the Newfoundland and Labrador population (2.6% vs. 2.3%).
- Representation of **persons with disabilities** is lower than the Newfoundland and Labrador population (7.9% vs. 23.6%).

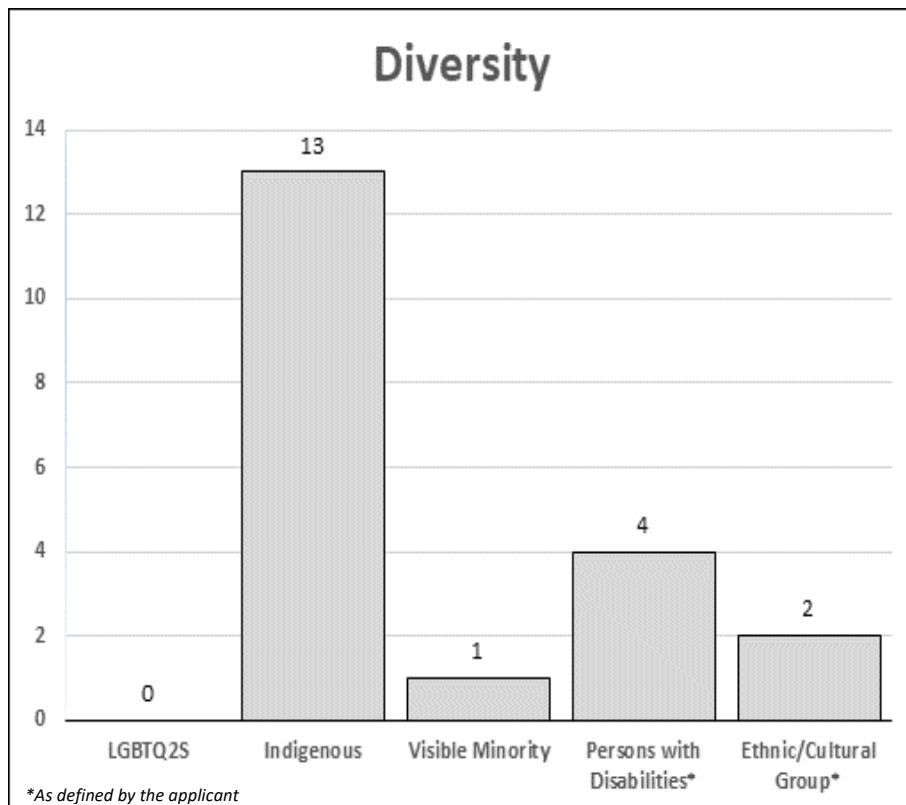
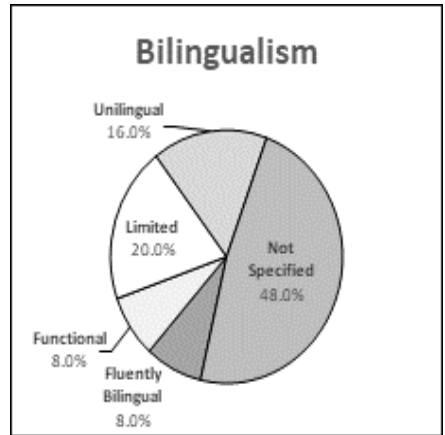
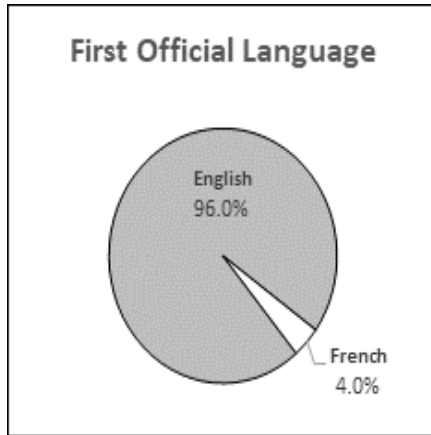
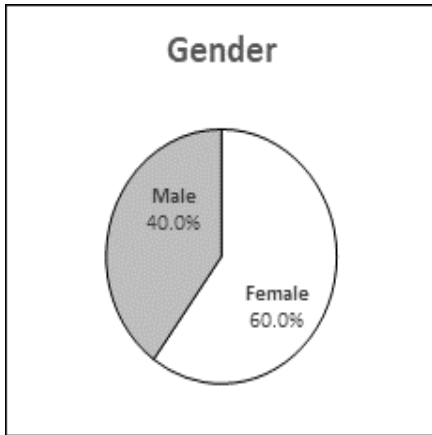


Northwest Territories

**25
applicants**

Key facts:

- Representation of **women** is greater than that Northwest Territories population estimates (60% vs. 48.7%).
- The percentage of applicants identifying French as their **first official language** is higher than the Northwest Territories population representation (4% vs. 2.8%).
- **Indigenous** representation is greater than the Northwest Territories population (52% vs. 50.7%).
- **Visible minority** representation is below that of the Northwest Territories population (4% vs. 9.6%).
- Representation of **persons with disabilities** is lower than the Northwest Territories population (16% vs. 20%).

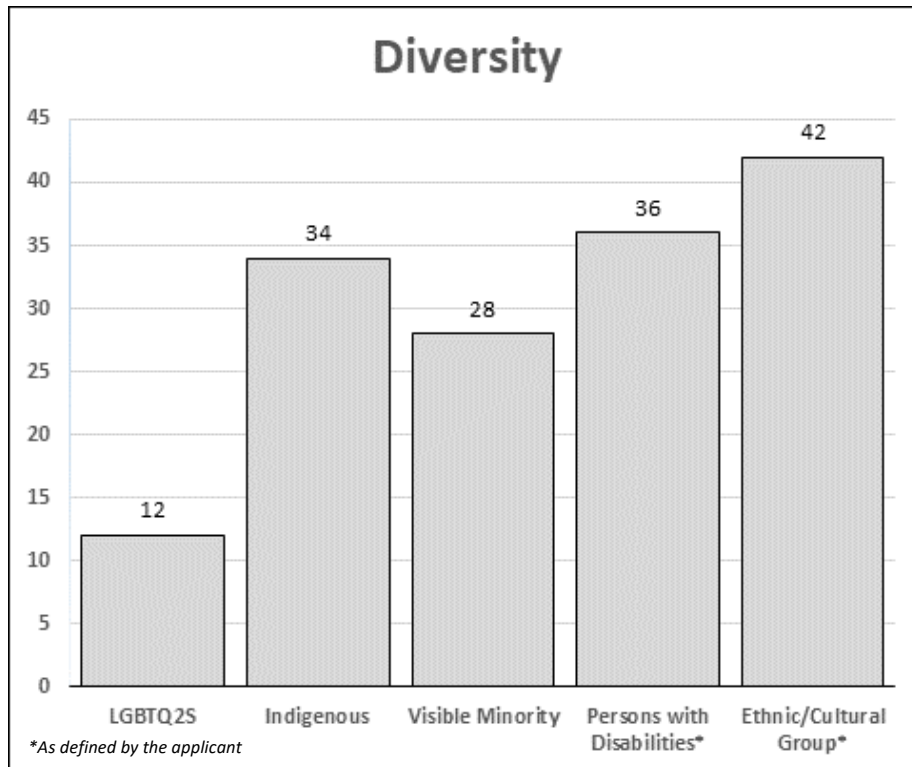
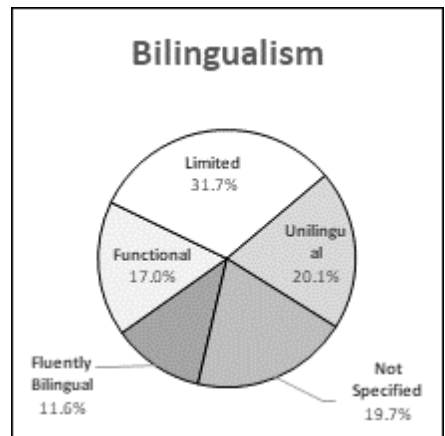
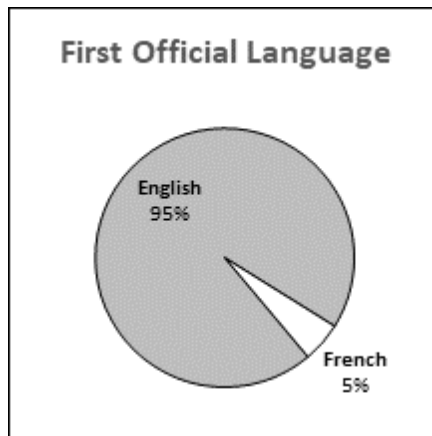
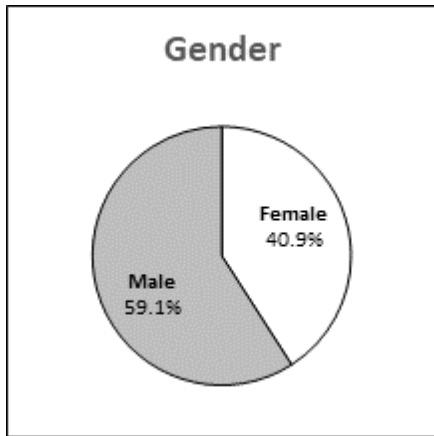


Nova Scotia

**259
applicants**

Key facts:

- Representation of **women** is below the Nova Scotia population estimates (40.9% vs. 51%).
- The percentage of applicants identifying French as their **first official language** is higher than the Nova Scotia population representation (5% vs. 3.1%).
- **Indigenous** representation is higher than the Nova Scotia population (13.1% vs. 5.7%).
- **Visible minority** representation is above that of the Nova Scotia population (10.8% vs. 6.5%).
- Representation of **persons with disabilities** is lower than the Nova Scotia population (13.9% vs. 30.4%).

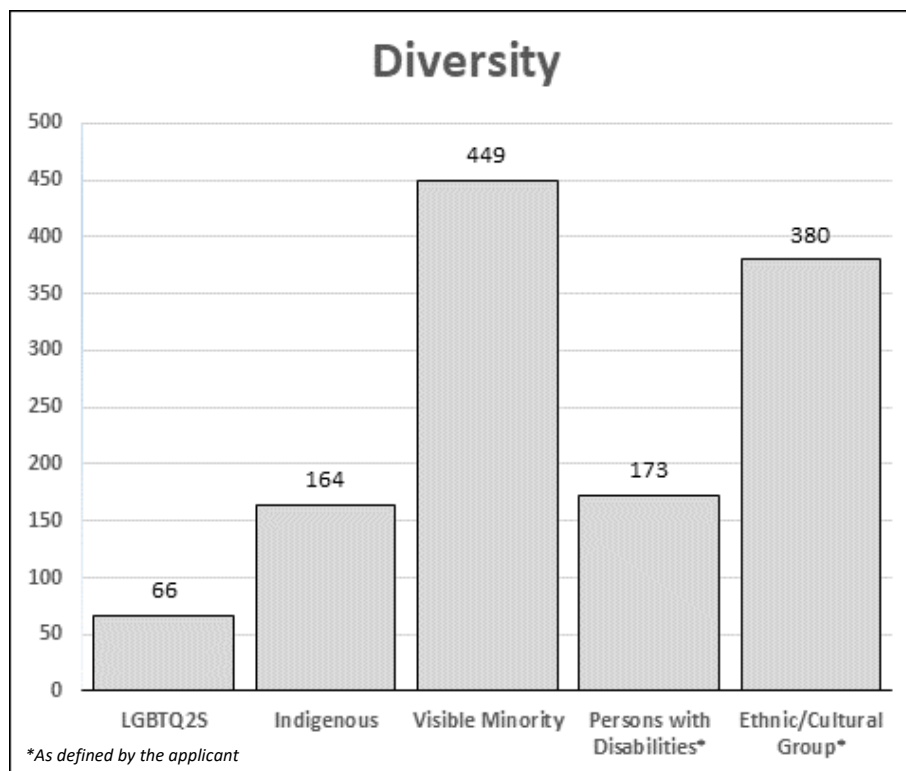
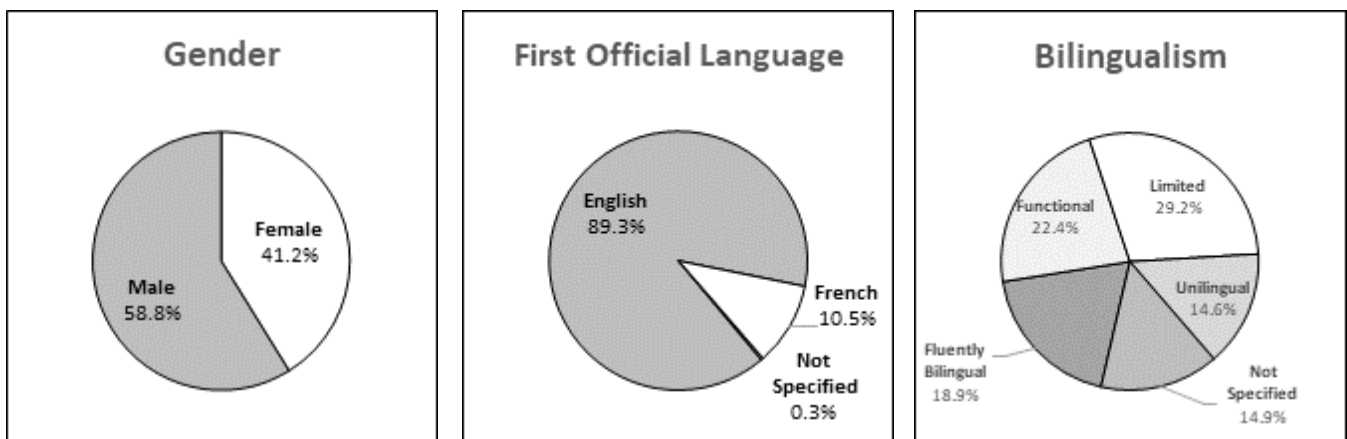


Ontario

Key facts:

- Representation of **women** is below the Ontario population estimates (41.2% vs. 50.8%).
- The percentage of applicants identifying French as their **first official language** is higher than the Ontario population representation (10.5% vs. 3.8%).
- **Indigenous** representation is higher than the Ontario population (10.5% vs. 2.8%).
- **Visible minority** representation is below that of the Ontario population (28.7% vs. 29.3%).
- Representation of **persons with disabilities** is lower than the Ontario population (11% vs. 24.1%).

1,567 applicants

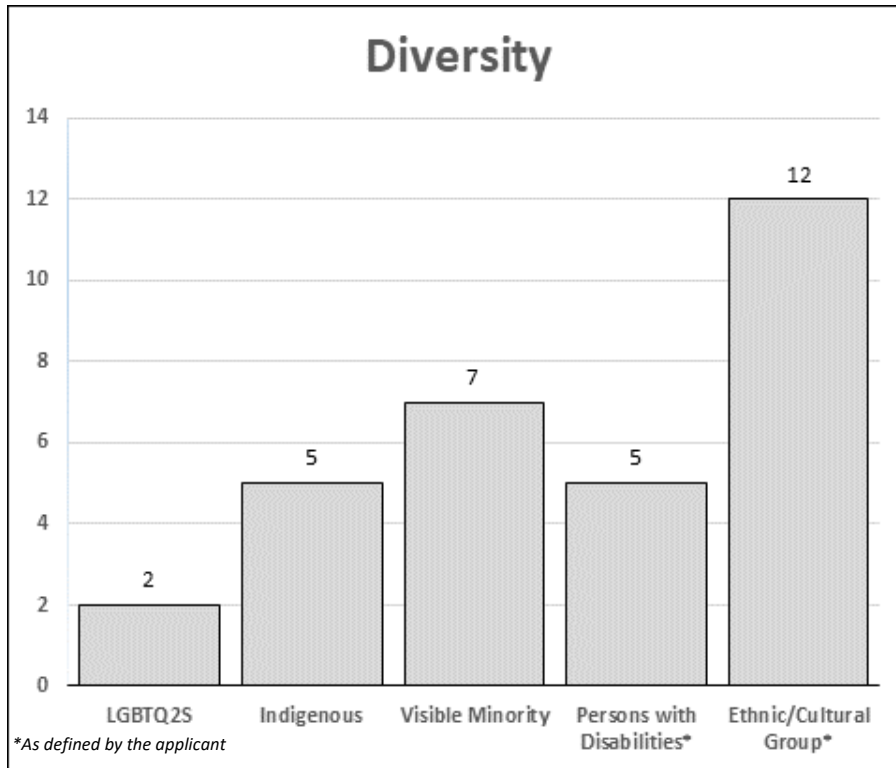
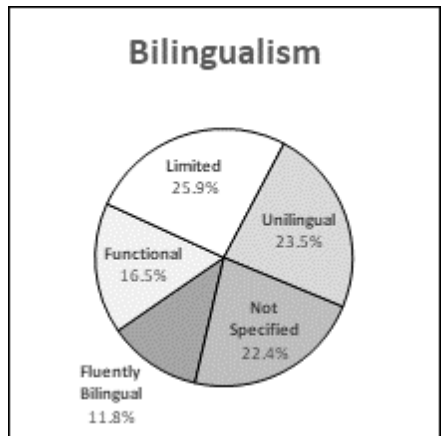
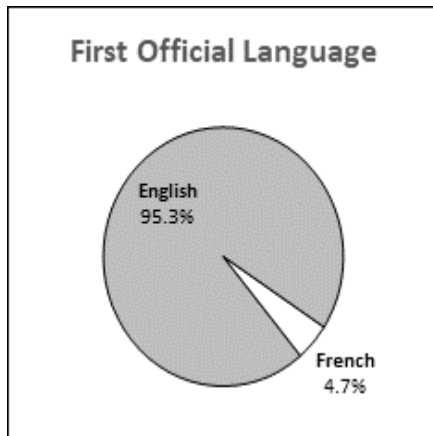
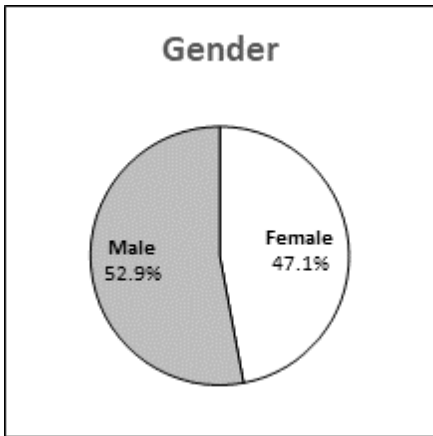


Prince Edward Island

**85
applicants**

Key facts:

- Representation of **women** is below the Prince Edward Island workforce population (47.1% vs. 51.1%).
- The percentage of applicants identifying French as their **first official language** is higher than the Prince Edward Island population representation (4.7% vs. 3.2%).
- **Indigenous** representation is higher than the Prince Edward Island population (5.9% vs. 2%).
- **Visible minority** representation is greater that of the Prince Edward Island population (8.2% vs. 4.8%).
- Representation of **persons with disabilities** is lower than the Prince Edward Island population (5.9% vs. 26%).

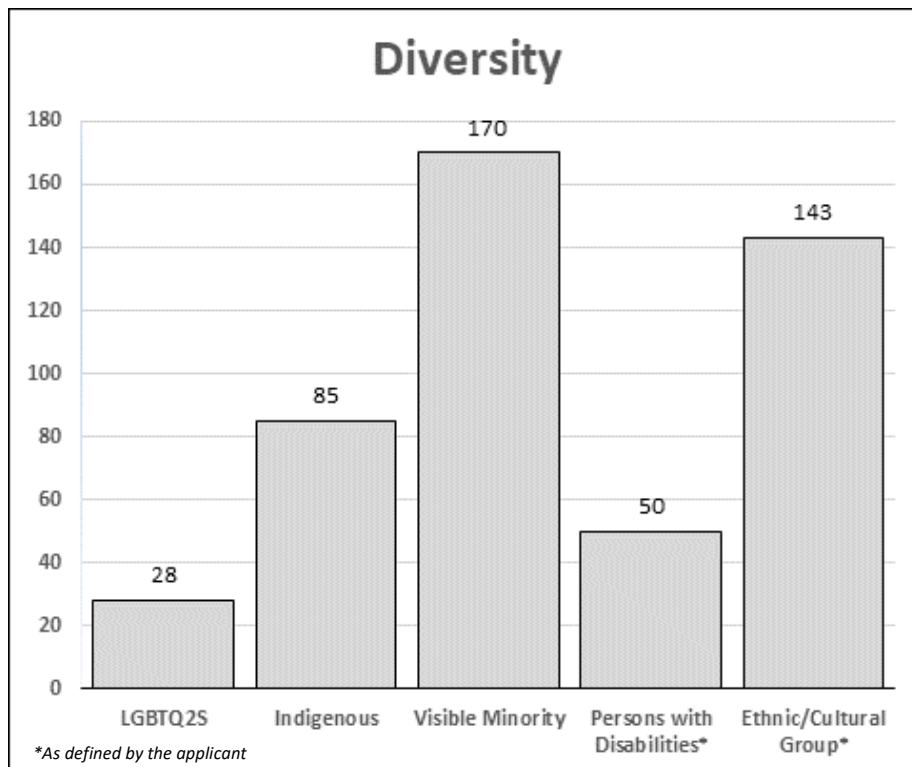
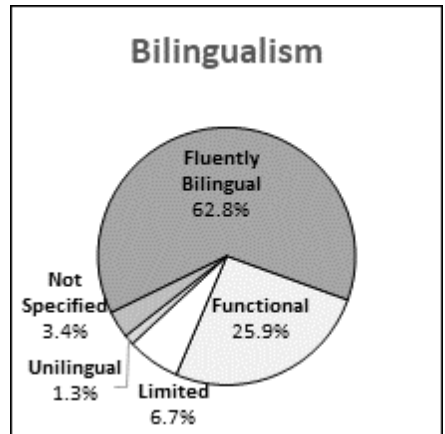
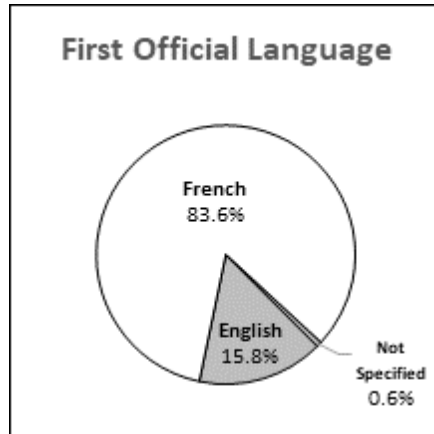
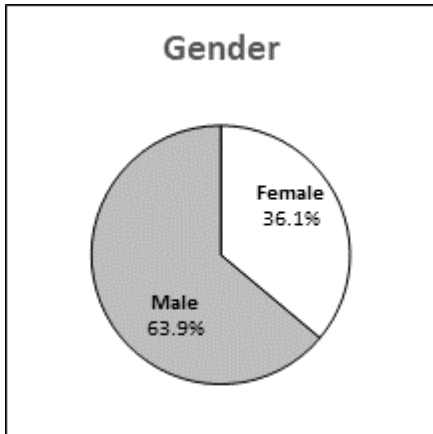


Quebec

**792
applicants**

Key facts:

- Representation of **women** is below the Quebec population estimates (36.1% vs. 50.3%).
- The percentage of applicants identifying French as their **first official language** is nearly equal to the Quebec population representation (83.6% vs. 83.7%).
- **Indigenous** representation is higher than the Quebec population (10.7% vs. 2.3%).
- **Visible minority** representation is greater than the Quebec population (21.5% vs. 13%).
- Representation of **persons with disabilities** is lower than the Quebec population (6.3% vs. 16.1%).

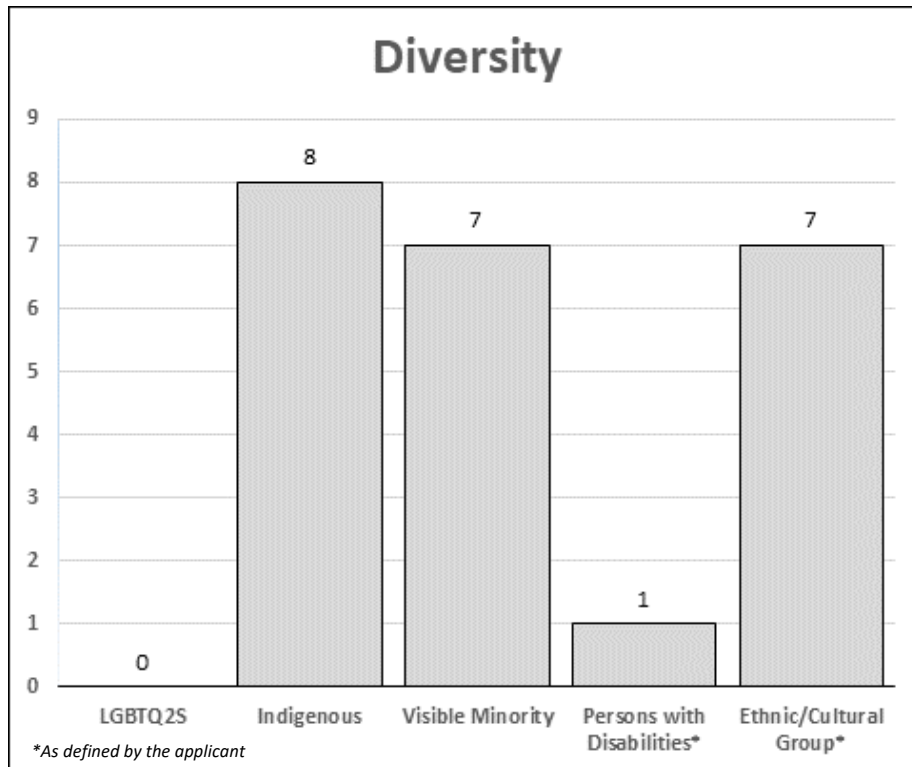
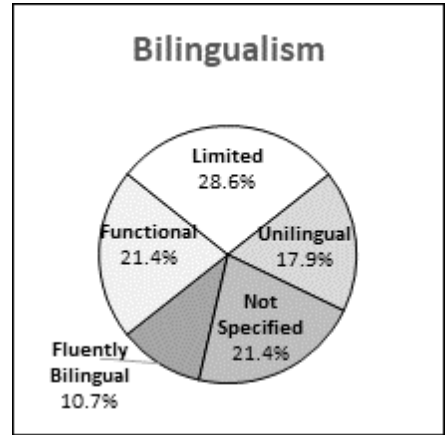
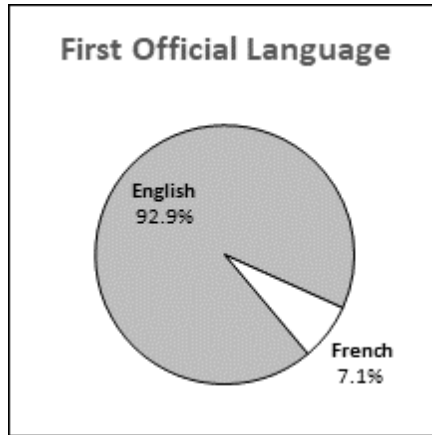
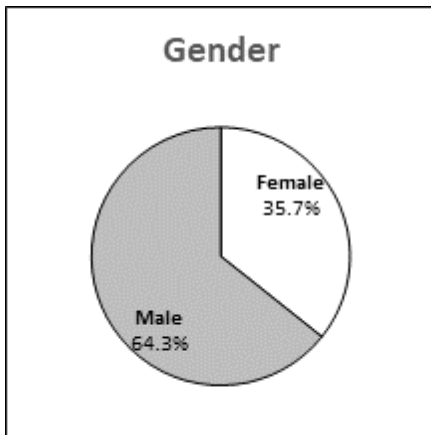


Saskatchewan

**28
applicants**

Key facts:

- Representation of **women** is below the Saskatchewan population estimates (35.7% vs. 49.6%).
- The percentage of applicants identifying French as their **first official language** is higher than the Saskatchewan population representation (7.1% vs. 1.3%).
- **Indigenous** representation is greater than the Saskatchewan population (28.6% vs. 16.3%).
- **Visible minority** representation is above that of the Saskatchewan population (25% vs. 10.8%).
- Representation of **persons with disabilities** is lower than the Saskatchewan population (3.6% vs. 24.3%).



Yukon

Key facts:

- Representation of **women** is above the Yukon population estimates (52% vs. 49%).
- The percentage of applicants identifying French as their **first official language** is higher than the Yukon population representation (8% vs. 4.4%).
- **Indigenous** representation is lower than the Yukon population (20% vs. 23.3%).
- **Visible minority** representation is lower than the Yukon population (4% vs. 8.5%).
- Representation of **persons with disabilities** is lower than the Yukon population (8% vs. 25.2%).

**25
applicants**

