A Policy for Nominations and Appointments to Committees and Sub-Committees

A Policy Decision to improve effectiveness of Committee and Sub-Committee Selection.

A submission from the International Lightning Class Association

Purpose or Objective

A policy to ensure that there is an improved system to replace the current nomination and appointment process for committee members by a process where an independent Nominations Panel makes recommendations for appointments by the Council to ensure that appointments are made based more on merit and less for political reasons.

Proposal

A new World Sailing Policy as per Regulation 68(a);

Policy for Improving Appointments to Committees and Sub-Committees

New Appointment of Committees Policy to be approved by Council, and then published and implemented by World Sailing

Regulation 5, Appointment of Committee Members: The following principles shall be followed by World Sailing to re-draft the current Regulations so that this policy can be implemented for the 2024 Committee appointments. With the approval of Council:

- There shall be a volunteer Nominations Panel established with three independent voting members appointed by the Council, following public advertisement, plus the President who shall be a non-voting member;
- The three independent persons on the Nominations Panel will have expertise in recruitment and appointment;
- This Nominations Panel will be established by Council at least two years before the General Assembly to ensure proper processes and criteria are set up for the Committees' selection;
- The Nominations Panel shall agree on the personnel specifications and criteria relevant to the skills, expertise or experience required for the subject matter of the Committee or Sub-committee. It shall consult, as appropriate, with the Board, the Council and the current Chairs of the Committees or Sub-committees. These specifications and criteria shall be used by the Panel when evaluating nominations to be presented to Council and shall be ready for the AGM one year before the General Assembly;
- The criteria above shall be posted and published to all World Sailing Members immediately after the AGM held one year before the General Assembly. This will allow at least seven months before nominations close;
- Nominations will be made in a similar manner as they are currently done with Regulation 5.
The current special conditions for committees such as for Audit Committee, Para World Sailing Committee, the Athletes Commission, the Olympic Classes Sub Committee and World Sailing Classes Committee shall be incorporated;

Guidelines as currently expressed in Regulation 5.2.1 regarding gender, regional balance, etc. shall be updated to reflect current norms;

Nominations shall be submitted by August 1 of the year of the General Assembly as is the current practice;

Nominations shall be allowed from the International Classes and Committee Chairs, as is currently done for Submissions and by the August 1 deadline, as above;

The Nominations Panel shall assess all the nominations against the criteria published and submit to the New Council at least two recommendations (preferably three) for Chair for each Committee (with or without its ranking of the nominees);

The Nominations Panel shall also name all the individuals that it feels are qualified for the committee for which they were nominated. This list shall be published at the same time as or before the Chairs are recommended;

The Council shall select the Committee Chairs within two weeks of receiving the recommendations made by the Nominations Panel;

The Nominations Panel will then consult with the new Committee Chairs and recommend to Council within 45 days of the Chairs’ appointments, the composition of the new Committees for ratification by Council;

The Council may add members to a Committee, if they have been nominated by August 1, but it shall not remove a member nominated by the Panel.

Implementation:
This Policy shall come into force when approved by Council. In line with this policy and any restrictions allowed by Article 68 of the constitution, the World Sailing staff shall redraft Regulation 5 etc. as quickly as possible, in consultation with Members as appropriate. The redrafting shall be done with the intent that Council shall approve the modified Regulations at or before the Fall Council Meeting in 2021.

Current Position

There is a current Regulation 5 which governs appointments to committees. This Policy improves it.

Reasons

1. Council represents the interests of the whole membership in a very democratic, transparent and open forum.

2. The Board members currently comprise 9 of the 42 Council or over 21% of Council and as such have a very strong voice in it. The 33 other members of the Council also represent all the Members and should have a voice in deciding the make-up of the World Sailing Committees.

3. This capitalizes on the work done re governance and builds a more inclusive and effective World Sailing.