Appendix 1

Summary of Proposed Changes to By-law 1

Existing Clause	Proposed New Clause	Rationale for Change
1.1 Definitions In this by-law and in any other by-law of the College, unless otherwise defined or required by the context of the specific provision, []	1.1 Definitions In this by-law and in any other by-law of the College, unless otherwise defined or required by the context of the specific provision, [] "Board" or "Board of Directors" means the board of directors or Council of the College; "Chair of the Board" means the Chair of the Board of Directors, referred to in the Regulated Health Professions Act, 1991 and previously referred to in these by-laws as the "President", and does not include a committee chair or a person appointed as the chair or presiding officer of a Board	The revised definitions reflect changes to CDO's terminology, which have been amended throughout the document. The title of "Council" has been replaced with "Board of Directors" or "Board." The title of "Chair of the Board" has been added to the definitions for clarity and will replace the term "President." The title of "Councillor" has been replaced by "Director." The title of "Member" has been replaced by "Registrant." The title of "Vice-Chair of the Board" has been added to the definitions for clarity and will replace the term "Vice-President."
"committee appointee" means a member of the College who is not a councillor (as defined below) and who is appointed to a committee of the College;	meeting pursuant to section 7.8 of these by-laws; "committee appointee" means a member registrant of the College who is not a councillor director (as defined below) and who is appointed to a committee of the College;	

"committee member" means a member of a committee of the College;

"Council" means the Council of the College;

"councillor" means a member of Council and includes public and elected councillors;

"elected councillor" means a member of the Council described in clause 5(1)(a) of the Act and includes a member elected or appointed to fill a vacancy;

"member" means a member of the College as that term is used in the Regulated Health Professions Act, 1991and the Act;

"public councillor" means a councillor who is appointed to Council by the Lieutenant Governor in Council; "committee member" means a member of a committee of the College;

"Council" means the Council of the College;

"councillordirector" means a member of Council-the Board of Directors and includes public and elected councillors directors, previously known as public and elected "councillors" in these bylaws;

"elected councillor director" means a member of the Council Board of Directors described in clause 5(1)(a) of the Act and includes a member elected or appointed to fill a vacancy;

"member" means a member of the College as that term is used in the Regulated Health Professions Act, 1991and the Act;

"public councillordirector" means a councillor director who is appointed to Council by the Lieutenant Governor in Council;

"registrant" means a member of the College as that term is used in the Regulated Health Professions Act,

committee appointees shall be paid a stipend and shall be reimbursed by the College for travelling and other expenses reasonably incurred in relation to the performance of their duties in accordance with policies approved from time to time by Council. 3.1 Electoral Districts The following are the electoral districts for directors, and-committee appointees, and officers who are not public directors shall be paid a stipend and shall be reimbursed by the College for travelling and other expenses reasonably incurred in relation to the performance of their duties in accordance with policies approved from time to time by Council. College does not apply to public directors (formerly public councillors). This is the current practice as per legislation and has been added for transparency and clarity. Sale of travelling and other expenses reasonably incurred in relation to the performance of their duties in accordance with policies approved from time to time by Council. Sale of travelling and other expenses reasonably incurred in relation to the performance of their duties in accordance with policies approved from time to time by Council. Sale of travelling and other expenses reasonably incurred in relation to the performance of their duties in accordance with policies approved from time to time by Council. Sale of travelling and other expenses reasonably to public directors (formerly public councillors). This is the current practice as per legislation and has been added for transparency and clarity.		1991 and the Act and as previously used in these by-laws; "Vice-Chair of the Board" means the	
Professions Act, 1991 and previously referred to in these by-laws as the "Vice-President" and does not include a committee vice-chair; 2.19 Remuneration and Expenses Council officers, elected councillors and committee appointees shall be paid a stipend and shall be reimbursed by the College for travelling and other expenses reasonably incurred in relation to the performance of their duties in accordance with policies approved from time to time by Council. 3.1 Electoral Districts The following are the electoral districts for the purpose of the election of members to Council (with necessary modifications by the Registrar to ensure that the entire province is covered and that there is no overlap of districts): Professions Act, 1991 and previously referred to in these by-laws as the "Vice-President" and does not include a committee vice-chair; 2.19 Remuneration and Expenses Council officers, elected councillors of the Board has not changed, this section has been amended to specify that remuneration by the College does not apply to public directors formerly public councillors). This is the current practice as per legislation and has been added for transparency and clarity. Elections will no longer be based on 7 electoral districts beginning in 2024. Elections in 2023, and for any by-elections prior to the Board of Directors election in 2024, encompassing all of Ontario. Although the definition of officers of the Board has not changed, this section has been amended to specify that remuneration by the College does not apply to public directors formerly public councillors). This is the current practice as per legislation and has been added for transparency and clarity. Elections will no longer be based on 7 electoral districts beginning in 2024. Elections will be based on a single electoral district, encompassing all of Ontario. Any by-elections before the 2024 election will occur within the existing 7 electoral			
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Elgin, Essex, Kent, Lambton,	·	Registral to ensure that the entire province is	

Middlesex, Oxford, Bruce, Grey, Perth and Huron.

- (b) Electoral district 2, the centralwestern area, composed of the counties of Brant, Dufferin and Wellington and the Regional Municipalities of Haldimand, Norfolk, Halton, Hamilton Wentworth, Niagara and Waterloo.
- (c) Electoral district 3, the central area, composed of the Municipality of Metropolitan Toronto, and the Regional Municipality of York.
- (d) Electoral district 4, the eastern area, composed of the counties of Frontenac, Hastings, Lanark, Prince Edward and Renfrew, and the united counties of Leeds and Grenville, Lennox and Addington, Prescott and Russell, Stormont, Dundas and Glengarry and The Regional Municipality of Ottawa, Carleton.
- (e) Electoral district 5, the north-eastern area, composed of the territorial districts of Algoma, Cochrane, Manitoulin, Nipissing, Parry Sound, Sudbury, Timiskaming and The District Municipality of Muskoka.
- (f) Electoral district 6, the north-western area, composed of the territorial

covered and that there is no overlap of districts):

- (a)i. Electoral district 1, the south-western area, composed of the counties of Elgin, Essex, Kent, Lambton, Middlesex, Oxford, Bruce, Grey, Perth and Huron.
- (b)ii. Electoral district 2, the centralwestern area, composed of the counties of Brant, Dufferin and Wellington and the Regional Municipalities of Haldimand, Norfolk, Halton, Hamilton Wentworth, Niagara and Waterloo.
- (c)iii. Electoral district 3, the central area, composed of the Municipality of Metropolitan Toronto, and the Regional Municipality of York.
- composed of the counties of Frontenac, Hastings, Lanark, Prince Edward and Renfrew, and the united counties of Leeds and Grenville, Lennox and Addington, Prescott and Russell, Stormont, Dundas and Glengarry and The Regional Municipality of Ottawa, Carleton.
- (e)v. Electoral district 5, the north-eastern area, composed of the territorial districts of Algoma, Cochrane,

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districts of Kenora	, Rainy River and
Thunder Bay.	

(g) Electoral district 7, the centraleastern area, composed of the counties of Haliburton, Northumberland, Peterborough, City of Kawartha Lakes, Simcoe, and the Regional Municipalities of Peel and Durham. Manitoulin, Nipissing, Parry Sound, Sudbury, Timiskaming and The District Municipality of Muskoka.

(f)vi. Electoral district 6, the north-western area, composed of the territorial districts of Kenora, Rainy River and Thunder Bay.

g)vii. Electoral district 7, the centraleastern area, composed of the counties of Haliburton, Northumberland, Peterborough, City of Kawartha Lakes, Simcoe, and the Regional Municipalities of Peel and Durham.

(b) Beginning with the Board of Directors election in 2024 and for all elections thereafter, there will be one single electoral district that encompasses all of Ontario, and all elected directors will be elected in this electoral district.

(c) As of the date upon which the directors elected in the 2024 Board of Directors election take office, all directors then serving on the Board of Directors who were elected in one of the former seven electoral districts will be deemed to have been elected in the single electoral district of Ontario. The terms of office of these directors on the Board of Directors and on any committees will be otherwise unaffected and all references in

	these by-laws to elected directors will apply equally to these directors.	
3.2 Number of Elected Councillors	3.2 Number of Elected Councillors Directors	The Board will be comprised of six of elected directors. The reduction in directors will take
Eight members of the College shall be elected to the Council as elected councillors.	to the Council as elected councillors. In the	place over a two-year period (2024-2025).
	years 2024 and 2025, the number of elected directors shall be reduced from eight to six members, according to the following schedule and the election timeline set out in	In this gradual approach, 2 director seats will be eliminated as terms expire over two years, beginning in 2024.
	section 3.8 of these by-laws: (a) As of the date upon which the directors elected in the 2024 Board of	In 2024, one director seat will be eliminated, creating a Board consisting of 7 elected directors.
	Directors election take office, there will be seven elected directors on the Board of Directors.	In 2025, a second director seat will be eliminated, creating a Board consisting of 6 elected directors.
	(a)(b) As of the date upon which the directors elected in the 2025 Board of Directors election take office, there will be six elected directors on the Board of Directors.	
3.3 Elected Councillors from Each District The number of members elected in an electoral district is,	3.3 Elected Councillors-Directors from Each District For Board of Directors elections and by- elections prior to April 2024, t∓he number of	In 2024, terms will end in the current districts 5, 6 and 7. At this time, the number of Board directors will be reduced by one, leaving two
(a) one for each of electoral districts 1, 2, 4, 5, 6 and 7; and	members-registrants elected in an electoral district is,	In 2025, the terms of the three directors in
(b) two for electoral district 3.		the current districts 1 and 3 will expire and as in the previous year, the number of Board directors will be reduced by one. This will

	(i) one for each of electoral districts 1, 2, 4, 5, 6 and 7; and	result in a Board comprised of six professional directors by June 2025.
	(ii) two for electoral district 3.	
3.4 Eligibility to Vote in an Electoral District A member is eligible to vote in an election being held for an electoral district if on the thirty-fifth day before the date fixed for the election, the member principally practises in that electoral district, or if the member is not engaged in the practice of dietetics, the member principally resides in the electoral district.	3.4 Eligibility to Vote in an Electoral District Election (a) For Board of Directors by-elections held in an electoral district prior to April 2024, aA member-registrant is eligible to vote in an election being held for an electoral district if on the thirty-fifth day before the date fixed for the election, the member principally practises in that electoral district, or if the member is not engaged in the practice of dietetics, the member principally resides in the electoral district. (b) For Board of Directors elections and by-elections held in and after April 2024, a registrant is eligible to vote if on the thirty-fifth day before the date fixed for the election, the registrant principally practises in Ontario, or if the registrant is not engaged in the practice of dietetics, the registrant principally resides in Ontario.	
3.8 Timing of Elections	3.8 Timing of Elections	This affirms that current rules are to remain
Elections for elected councillors shall be held simultaneously as follows:	(a) Until the year 2023, eElections for elected councillors directors shall be held simultaneously as follows:	for the 2023 election (i.e. no reduction in board size), and beginning in 2024, two directors will be elected annually.

in April of the year 2004 and in April of every third year thereafter for electoral districts 1 and 3; in April of the year 2004 and in April of every third year thereafter for electoral districts 1 and 3;

This provision will work together with section 3.2 (board reduction from 8 – 6 elected directors over two years).

in April of the year 2002 and in April of every third year thereafter for electoral districts 2 and 4; in April of the year 2002 and in April of every third year thereafter for electoral districts 2 and 4; Provision (c) has also been added to account for the possibility that an election cannot be held in April.

in April of the year 2003 and in April of every third year thereafter for electoral districts 5, 6 and 7.

in April of the year 2003 and in April of every third year thereafter for electoral districts 5, 6 and 7.

(b) Beginning in April of the year 2024, two directors shall be elected each year in April who will serve in the single electoral district of Ontario.

(c) In the event that an election cannot be held in April of a given year, the election shall be held as soon as possible thereafter, and all references in these by-laws to the Board of Directors elections in April will apply equally to the delayed election.

3.10 Eligibility for Election to Council

A member is eligible for election in an electoral district if, on the date of election or acclamation:

 (a) the member is engaged in the practice of dietetics in the electoral district for which he or she is nominated or, if the member is not engaged in the practise of dietetics,

3.10 Eligibility for Election to Council Board of Directors

A <u>member registrant</u> is eligible for election in an electoral <u>district to the Board of Directors</u> if, on the date of election or acclamation, whichever is later:

(a) the <u>member registrant</u> is engaged in the practice of dietetics in the <u>electoral district for which he or she</u>

<u>This affirms that a single, Ontario-wide</u> <u>electoral district will be used for elections</u> 3.10(a).

Clarification was made to how the cooling-off period is calculated to avoid misinterpretation in determining eligibility 3.10(r)(s).

The eligibility criteria for Board elections has been expanded to include competency and

principally resides in the electoral district for which he or she is nominated;

[...]

is nominated Ontario or, if the member registrant is not engaged in the practise of dietetics, principally resides in the electoral district for which he or she is nominated Ontario, or in the case of a by-election prior to April 2024, in the electoral district for which he or she is nominated;

[...]

- (r) the member-registrant is not an employee of the College and has not been an employee of the College during within the previous two (2) years;
- (s) the member registrant is not an applicant for employment at the College and has not applied for employment at the College during within the previous year;

(t.1) the registrant meets the competency and attribute framework requirements as set out in the applicable College policy approved by the Board of Directors and demonstrates this by fulfilling the requirements of the competency and attribute screening process approved by the Board of Directors and set out in the applicable College policy;

attribute requirements and a screening process approved by the Board 3.10(t.1).

The cooling-off period for registrants with a prior leadership, employment or contractual role with an association or other organization that advances the interests of dietitians has been extended from one-year to three-years. This is to reduce the likelihood of oncoming Board directors having competing fiduciary duties and that their previous advocacy role does not compromise CDO's mandate to protect the public interest 3.10(x.1).

	(x) the registrant does not hold a position that would cause the registrant, if elected as a Board director, to have a conflict of interest by virtue of having competing fiduciary obligations to both the College and another organization; (x.1) including but not limited to having or had duringthe registrant does not, and did not within the previous three (3) years, hold a leadership, employment or contractual role with an international, national or provincial association or organization that advances the interests of dietitians, has policy making responsibilities for dietitians, or oversees the regulation of dietitians;	
3.13 Notification of Election No later than 90 days before the date of an election, the Registrar shall notify every member eligible to vote of the date, time and electoral district of the election and of the nomination procedure.	3.13 Notification of Election No later than 90 days before the date of an election, the Registrar shall notify every member_registrant_eligible to vote of the date, time and electoral district of the election and of the nomination_application procedure.	Nominations will be replaced by applications to align with the new competency and attribute-based election and screening process.
3.14 Nominations The nomination of a candidate for election as a member of Council shall be in writing and	3.14 Nominations Applications The nomination of A registrant who seeks to be a candidate for election as a member of	Candidates for Board elections will be required to submit an application.

shall be given to the Registrar at least 60 days before the date of the election (the "nomination deadline"). The nomination must be signed by the candidate and by at least six members who support the nomination and who are eligible to vote in the electoral district in which the election is to be held.

Council director shall be-apply in writing and shall be given submit the application to the Registrar at least 60 days before the date of the election (the "nomination application deadline"). The nomination must be signed by the candidate and by at least six members who support the nomination and who are eligible to vote in the electoral district in which the election is to be held.

The requirement for electoral candidates to have their nomination form signed by six dietitians eligible to vote in the electoral district in which the election is being held, has been removed. Registrants will not be required to be nominated by dietitians to be eligible to run in an election.

3.15 Acclamation

If the number of candidates nominated for an electoral district is less than or equal to the number of members to be elected in that electoral district, the Registrar shall declare the candidates or candidates elected by acclamation.

3.15 Acclamation

(a) For elections and by-elections prior to
April 2024, iif the number of candidates
nominated who have applied for and are
eligible for election to the Board of Directors
for an electoral district is less than or equal to
the number of members registrants to be
elected in that electoral district, the Registrar
shall declare the candidates or candidates
elected by acclamation.

(b) For elections and by-elections in and after April 2024, if the number of candidates who have applied for and are eligible for election to the Board of Directors is less than or equal to the number of registrants to be elected in that election, the Registrar shall declare the candidate or candidates elected by acclamation. If the number of candidates elected by acclamation is less than the number of registrants that were to be elected in that election, the Registrar shall, as soon as

Amended to clarify acclamation process until 2024 (where there are 7 electoral districts).

Amended to reflect a single, Ontario-wide electoral district for elections after 2024 where candidates are acclaimed.

	possible, call a by-election for the remaining seat or seats.	
3.16 No Candidates for Election	3.16 No Candidates for Election	Amended to reflect the new application process for Board elections.
If there are no candidates who are eligible for	If there are no candidates who have applied	process for board elections.
election, the Registrar shall, as soon as	for and are eligible for election, the Registrar	
possible, call a by-election.	shall, as soon as possible, call a by-election.	
3.17 Information about Candidates	3.17 Information about Candidates	Amended to reflect the new application process for Board elections.
A candidate shall provide to the Registrar by	A candidate shall provide to the Registrar by	·
the nomination deadline or such later date as	the nomination application deadline or such	
the Registrar permits, biographical	later date as the Registrar permits,	
information in a manner acceptable to the	biographical information in a manner	
Registrar for the purpose of distribution to	acceptable to the Registrar for the purpose of distribution to members registrants eligible	
members eligible to vote in the election.	to vote in the election.	
3.18 Administering and Supervising Elections	3.18 Administering and Supervising Elections	Amended to reflect the new application process for Board elections.
The Registrar will supervise and administer	The Registrar will supervise and administer	process for board elections.
the election process and may for the purpose	the election process and may for the purpose	
of carrying out that duty and subject to the	of carrying out that duty and subject to the	
by-laws:	by-laws:	
[]	[]	
(e) if there has been a non-	(e) if there has been a non-	
compliance with an application or	compliance with a nomination an	
election requirement, determine	application or election requirement,	
whether the non-compliance should	determine whether the non-	
be waived in circumstances where	compliance should be waived in	
	circumstances where the fairness or	

the fairness or integrity of the election will not be affected;	integrity of the election will not be affected;	
[]	[]	
3.19 Voting Package No later than thirty days before the date of an election the Registrar shall send by electronic or other means a voting package to every registrant eligible to vote. The package will include a list of candidates and a ballot or electronic access to a ballot and an explanation of the voting procedure.	3.19 Voting Package No later than thirty days before the date of an election the Registrar shall send by electronic or other means a voting package to every member registrant eligible to vote in the district election, and in the case of elections held prior to April 2024, eligible to vote in the district. The package will include a list of candidates in the electoral district and a ballot or electronic access to a ballot and an explanation of the voting procedure.	Amended to reflect a single, Ontario-wide electoral district as of 2024.
A member eligible to vote may cast as many votes on a ballot as there are members to be elected from that electoral district. A member shall not cast more than one vote for any one eligible candidate.	A member registrant eligible to vote may cast as many votes on a ballot as there are members registrants to be elected from that electoral district in that election. A member registrant shall not cast more than one vote for any one eligible candidate.	Amended to reflect terminology changes.
4.4 Disqualification and Removal of Public Councillor The following procedure applies to the disqualification and removal of a Public Councillor:	4.4 Disqualification- and Removal of Public Councillor Director The following procedure applies to the disqualification and removal of a ppublic Councillor director:	Public directors will be required to meet the same competency and attribute requirements as elected directors.

- (a) If a councillor believes that a public councillor does not meet one of the criteria set out in clauses Error! Reference source not found. (d). **Error! Reference source not** found.(f), Error! Reference source not found.(g), Error! Reference source not found.(i), Error! Reference source not found.(q), **Error! Reference source not** found.(r), Error! Reference source not found.(s), Error! Reference source not found.(u), Error! Reference source not found. (v). **Error! Reference source not** found.(w), Error! Reference source not found.(x) and Error! Reference source not found.(y) of section 03.10, or clauses Error! Reference source not found.4.1 Error! Reference source not found.(c) through Error! Reference source not found.(f), he or she shall advise the Registrar and Executive Committee in writing.
- (b) If the Registrar receives information suggesting that a public councillor does not meet one or more of the criteria in clauses Error! Reference source not found.(f), Error! Reference source not found.(g), Error! Reference source
- (a) If a councillor-director believes that a public councillor director does not meet one of the criteria set out in clauses Error! Reference source not found.(d), Error! Reference source not found. (f). Error! Reference source not found.(g), Error! Reference source not found.(i), **Error! Reference source not** found.(q), Error! Reference source not found.(r), Error! Reference source not found.(s), (t.1), Error! Reference source not found.(u), **Error! Reference source not** found. (v). Error! Reference source not found.(w), Error! Reference source not found.(x) and Error! Reference source not found.(y) of section <u>03.10</u>, or clauses <u>Error!</u> Reference source not found.4.1 **Error! Reference source not** found.(c) through Error! Reference source not found.(f), he or she shall advise the Registrar and Executive Committee in writing.
- (b) If the Registrar receives information suggesting that a public councillor-director does not meet one or more of the criteria in clauses Error! Reference source not found.(d), Error! Reference source not found.(f), Error! Reference source not found.(f), Error! Reference source not found.(f), Error! Reference

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03.10, or clauses Error! Reference
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through Error! Reference source not
found.(ff), the Registrar shall advise
the Executive Committee in writing.

(c) The procedure in section 4.3 clauses

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found.(c) through Error! Reference
source not found.(e) shall govern the
disqualification of a Public Councillor
with necessary modifications.

Error! Reference source not found.(q), Error! Reference source not found.(r), Error! Reference source not found.(s), (t.1), Error! Reference source not found.(u), **Error! Reference source not** found.(v), Error! Reference source not found.(w), Error! Reference source not found.(x) and Error! Reference source not found.(y) of section 03.10, or clauses Error! Reference source not found.4.1 **Error! Reference source not** found.(c) through Error! Reference source not found.(f), the Registrar shall advise the Executive Committee in writing.

Reference source not found.(i),

(c) The procedure in section 4.3 clauses Error! Reference source not found.(c) through Error! Reference source not found.(e) shall govern the disqualification of a pPublic Councillor director with necessary modifications.

5.2 Filling Vacancy - Less than One Year

If the seat of an elected councillor becomes vacant in an electoral district less than one year before the next election in that electoral district, the Council may:

5.2 Filling Vacancy – Less than One Year

(a) If prior to the 2024 Board of Directors election, the seat of an elected councillor director becomes vacant in an electoral district less than one year before the next election in that electoral district expiry of the

Amended to clarify the process for handling vacancies of less than one year prior to and after 2024.

- (a) leave the seat vacant;
- (b) appoint as an elected councillor the eligible candidate who had the most votes of all of the unsuccessful candidates for that position in that electoral district in the last election; or
- (c) direct the Registrar to hold a byelection for that electoral district.

<u>director's term of office</u>, the <u>Council Board of Directors</u> may:

- (a)i. leave the seat vacant;
- appoint as an elected councillor
 director the eligible candidate who
 had the most votes of all of the
 unsuccessful candidates for that
 position in that the director's
 electoral district in the last election;
 or
- ii. direct the Registrar to hold a byelection for that electoral district.

(b) If following the 2024 Board of Directors election the seat of an elected director becomes vacant less than one year before the expiry of the director's term of office, the Board of Directors may:

- i. leave the seat vacant;
- ii. appoint as an elected director the eligible candidate who had the most votes of all of the unsuccessful candidates in the last election; or
- (a)iii. direct the Registrar to hold a byelection.

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5.3 Filling Vacancy – More than One Year	5.3 Filling Vacancy – More than One Year	Amended to clarify the by-election process
		for vacancies of more than one year prior to
If the seat of an elected councillor becomes	(a) If prior to the 2024 Board of Directors	and after 2024.
vacant more than one year before the expiry	election the seat of an elected councillor	
of the member's term of office, the Registrar	director becomes vacant more than one year	
will hold a by-election for that electoral	before the expiry of the member's director's	
district.	term of office, the Registrar will hold a by-	
	election for that electoral district.	
	(b) If following the 2024 Board of Directors	
	election the seat of an elected director	
	becomes vacant more than one year before	
	the expiry of the director's term of office, the	
	Registrar will hold a by-election for that seat.	
8.4 Eligibility for Committee Appointment	8.4 Eligibility for Committee Appointment	The eligibility criteria for committee
		appointments has been expanded to include
Council may appoint a member who is not a	Council The Board of Directors may appoint a	competency and attribute requirements and
councillor to serve on a committee if,	member-registrant who is not a councillor	a screening process approved by the Board.
	director to serve on a committee if,	This aligns with the eligibility requirements
[]		for elected directors.
	[]	
	(u.1) the registrant meets the	
	competency and attribute framework	
	requirements set out in the	
	applicable College policy as approved	
	by the Board of Directors and	
	demonstrates this by fulfilling the	
	requirements of the competency and	
	attribute screening process approved	
1	I do by the terms of the terms	1
	by the Board of Directors and set out	

[]	