

Alectra Equity, Diversity and Inclusion (ED&I) Scholarship

The Alectra ED&I Scholarship is designed to promote diversity and inclusivity in board representation. It aims to remove obstacles for individuals from racialized groups who are pursuing governance education and certification. Each year, Alectra offers a scholarship that fully covers the cost of all five modules of The Directors College's Chartered Directors (C.Dir.) program.

The application period for the 2024 scholarship runs from **July 15 to November 1, 2024**¹. The recipient of the 2024 scholarship will be announced approximately six weeks after the application deadline and will be eligible to participate in the 2025 [C.Dir. Program Modules](#).

This scholarship is open to candidates who self-identify as part of Indigenous or racialized groups, which are underrepresented on corporate boards. In addition to the general assessment factors, the selection committee will consider the candidate's efforts on behalf of their identified community and their commitment to social purpose or involvement in charitable or community sectors.

Eligibility Criteria

To be eligible for the scholarship, applicants must:

- Be a Canadian Citizen or Permanent resident
- Reside in Ontario
- Self-identify as coming from Indigenous or racialized group(s)
- Meet the qualifications for acceptance into the Chartered Director (C.Dir.) Program, which include:
 - Senior-level/executive experience, board experience, or experience working directly with boards (preferred)
 - A university degree (non-degree applicants with 7-10 years of senior management experience will also be considered)

¹ The Directors College reserves the right to adjust the application closing date as needed.

- Create a profile in The Directors College system. For details, visit The Directors College website or contact thedirectorscollege@mcmaster.ca for assistance in setting up your profile.
- Read and agree to abide by [The Directors College Code of Conduct](#).

Assessment Factors

Applications will be evaluated based on:

- Experience in executive, leadership, or governance roles (including employment and volunteer positions)
- Efforts on behalf of the identified community
- Commitment to social purpose and/or involvement in the charitable or community sector
- Contribution to the theory and practice of governance
- Community engagement and service
- Demonstrated leadership in specific governance areas (e.g., board ethics, legal & fiduciary responsibilities, risk management, financial oversight, executive recruiting & succession planning, equity & diversity, corporate social responsibility, or innovation)
- Support of the participant's organization and/or peers, as expressed in letters of recommendation
- Candidates may be asked to participate in a short interview with the selection committee as part of the selection process.

Please note that it is not necessary for an applicant to excel in every one of the above factors to be considered for a scholarship.

Application Instructions

The **Alectra ED&I Scholarship** application is an [online form](#). If you need the application form in a different format, contact The Directors College at thedirectorscollege@mcmaster.ca. Please fill in all sections and required items. You can save your responses and edit as necessary. Once the application form is submitted, no further edits are permissible.

Section One: Demographic information

- A series of information items are required to provide your demographic profile.

Section Two: Candidate's Statements

You will be asked to compose an original written statement addressing specific topics. There are three required statements and one optional statement. All required statements must be completed. Each statement is limited to 4000 characters.

1. Required - Describe the reason you are interested in the Chartered Director (C.Dir.) program, and governance education in general. How does it align with your personal goals or the goals of your organization? What do you expect to take away from the program? (Limit 4000 characters)
2. Required - Describe your experience in executive, leadership or governance roles, including both employment and volunteer positions. How has your career and personal growth to date prepared you for this program? (Limit 4000 characters)
3. Required - Describe activities and efforts you have made which are related to your identified community. This may include leadership, education, or activist roles along with other forms of engagement. (Limit 4000 characters)
4. Optional - Provide a description of any other factors which you feel make you a strong candidate for a scholarship. These factors may include (but not limited to): contribution to the theory and practice of governance; community engagement and service; demonstrated leadership in specific governance areas, such as Board ethics, legal & fiduciary responsibilities, risk management, financial oversight, executive recruiting & succession planning, equity & diversity, corporate social responsibility, or innovation. (Limit 4000 characters)

Section Three: Supporting Documentation

To complete your application, the following supporting documentation is required:

1. An updated resume or curriculum vitae.

- a. A link is provided in the application form to upload your resume/curriculum vitae to a secure folder. You will not receive confirmation of a successful upload to the folder. A staff member will contact you if there are any difficulties with receiving your documents. Please, do not contact The Directors College to confirm receipt of a document upload.
2. The names and contact information of 1 to 3 individuals who will be providing letters of support.

[Link to the online Application for the Alectra Equity, Diversity and Inclusion \(ED&I\) Scholarship.](#)

Letters of Support

Every application needs to be supported by at least one letter; a maximum of three letters will be considered. It is the responsibility of each applicant to inform these individuals with the following information:

- All letters of support must be submitted no later than **Friday, November 15, 2024**. Letter of support authors can submit their statements online, [Alectra Letters of Support for the Alectra Equity, Diversity and Inclusion \(ED&I\) Scholarship.](#)
- A letter of support should contain the following information:
 - The name of the scholarship applicant.
 - The relationship (including duration) of the author to the applicant.
 - The author's view of the suitability of the applicant for this scholarship.
 - The credentials of the author, noting if they have earned the Chartered Director (C.Dir.) designation themselves.
- The Directors College staff may contact the letter of support authors for clarification and/or confirm their submission.