



The Ehlers-Danlos Society
Board of Directors/Trustee's Recruitment Policy

The Ehlers-Danlos Society (hereby referred to as The Society) recognizes that an effective board of directors/trustees are essential if The Society is to be successful in achieving its mission. Our board members must seek to be representative of the community we serve. This policy sets out how The Society intends to recruit a robust and effective board.

Board members should possess an appropriate mix of skills and experience to provide the necessary breadth and depth of knowledge and experience to meet the board's responsibilities and objectives. We aim for a board composition that will reflect the diversity we see in the community. We embrace and encourage differences in race, nationality, ethnicity, marital or civil partnership status, caring responsibilities, disability, age, gender identity, social class, sexual orientation, or religion/belief.

Blind Recruitment

The Society operates a blind recruitment approach, this means we remove all identifying information, such as, name, age, and location from applications received. This ensures our recruiting decisions are objective and only consider a candidate's skills, experience, and suitability for the board. Our Chief of Staff will ensure this identifiable information is removed prior to our Nominating Committee viewing any applications.

Nominating Committee

The Nominating Committee's core responsibility is to manage the appointment process for new board members. This includes, but is not restricted to, researching, reviewing, and interviewing prospective board members and making recommendations as to their suitability for appointment to the board. The committee will comprise of at least three (3) members drawn from the board. Membership of this committee will be reviewed annually during the board retreat.

Procedure

The board shall, at least annually, assess its composition in reference to

- Necessary areas of expertise
- Balance between experience and newer members
- Desirable diversity in relevant areas
- Contributions from relevant stakeholders

Should the board identify areas where there are perceived gaps in skills/knowledge/experience, they shall attempt to recruit from The Society networks, collecting suggestions from members and stakeholders to draw up a list of suitable

candidates. The board may also advertise on The Society's volunteer's webpage or use external advisors to assist in the process for board openings.

- All candidates will be evaluated using a standardized process.
- All candidates will be required to complete an application form which will identify their skills, experience, suitability for the board, as well as any potential conflicts of interest.
- The Nominating Committee will review, shortlist, and interview appropriate candidates.
- Identified candidates will be presented to the full board for consideration and recruitment decision and election.

All new board members will receive a Board Member Handbook which will provide the information and tools needed to succeed in their new position, including the roles responsibilities and expectations, trustee declaration form, and board member agreement which needs to be signed and returned prior to attending their first board meeting.

Board Terms

Each board member shall serve a term of two (2) years, or until a successor has been elected and qualified.

Policy Review and Amendments

This policy will be reviewed annually, by the end of the first quarter (Q1), to ensure that it continues to meet the needs of The Society and its community.

How to Contact Us

If you have any questions about The Society's Hiring Policy, please do not hesitate to contact us.

Email us at: info@ehlers-danlos.com

Call us: +1 410-670-7577 or +44 203 887 6132

Or write to us at: The Ehlers-Danlos Society Headquarters, 1732 1st Ave. #20373, New York, NY 10128, USA or The Ehlers-Danlos Society Europe Office, Office 7, 35-37 Ludgate Hill, London, EC4M 7JN, United Kingdom