

Ontario Cycling Board Candidate Profile

This candidate profile will be used by the Nominations Committee to assess your eligibility and qualifications to serve on the Ontario Cycling Board of Directors. Information you provide in this form will be made available to the Ontario Cycling membership prior to the Annual Meeting. Your answers to questions marked with (##) are for use by the Nominations Committee only and will be redacted in the public version.

Email *

.....

Name of Candidate *

Jeffrey Chu

.....

Address (##) *

.....

Phone Number (##) *

.....

If you are comfortable, please select the options that reflect your identity if applicable. (##)

- Indigenous peoples (First Nations - includes Status, Treaty or Non-Status, Metis & Inuit)
- Visible Minority (includes people (other than Indigenous) who are non-white regardless of place of birth)
- Individual with a disability
- 2SLGBTQ+ Individual
- Individual who is Gender Diverse
- Prefer not to say

To the extent that you are comfortable, we invite you to indicate your pronouns. (##)

he/him

To be a candidate for the Ontario Cycling Board of Directors, you must: -- Be at least 18 years of age -- Be a resident of Ontario -- Not be of bankrupt status -- Not have been declared incapable under the laws of a Canadian province or territory or by a court in a jurisdiction outside of Canada -- Not be a director, officer or committee member of a cycling association other than Ontario Cycling -- Not be employed by or own an organization which is contracted by Ontario Cycling -- Not be an employee of Cycling Canada or Ontario Cycling or an employee of a member of Ontario Cycling.

- I meet these requirements
- I DO NOT meet these requirements at present, but will meet them if elected

If applicable, please provide your LinkedIn Profile URL

<https://www.linkedin.com/in/jeffrey-chu-b89a751b/>

If applicable, please provide links to your social media profiles for Instagram, Twitter and/or Facebook (##)

Please provide a brief (200 words) summary of your current relevant work experience *

I am currently the Senior Vice President of People, Culture, and Technology at the World Wildlife Fund where I just completed the organisation's major technology transformation through the implementation of an Enterprise Resource Planning solution that included a Constituent Resource Management, Digital Fundraising, Digital Marketing, and Finance and Accounting solutions.

As a member of the Executive Team, I report at all of WWF's board and committee meetings, on human resources, technology, and financial strategies.

In the over 13 years in human resources at WWF, I am proud that over 30% of our employees identify as BIPOC, over 70% identify as female, and that our recent Global Diversity Equity and Belonging index placed us as a "proactive" organisation in our DEIB journey. I am one of two executives at WWF on the Conservation through Reconciliation program that works on creating ethical space in conservation.

Please provide a brief (200 words) summary of your experience with other volunteer or community organizations *

I have served on Ontario Cycling's board of directors for 2 years, chairing the Audit and Risk Management Committee, volunteering on the ad hoc Nominations Committee, and currently also serve as Vice-Chair. I am also on the Human Resources Professionals Association's (HRPA) Board Nominations Committee.

Additionally, I was the Treasurer at Downtown Aquatics Corporation and was on the Canine Wellness committee for the Toronto Humane Society.

Please provide a brief (200 words) summary of your experience in sport *

I have been an active member of Dark Horse Flyers cycling club since 2019 and ride leader since 2020. I was also a member of Morning Glory in 2020.

I have participated in cycling events like fondos and gravel events like Scrappy Badger and Screaming Squirrel.

Prior to cycling, I played recreational water polo with the Toronto-based LGBTQ+ water polo team (Triggerfish). In my youth, I was a competitive gymnast and was a modern and ballet dancer.

Besides cycling, I enjoy downhill skiing and white water kayaking.

Skill Competencies

Please indicate the competencies (volunteer or professional) and skill level within each that you have

Please indicate the competencies (volunteer or professional) that you have to contribute to the effective leadership and governance of Ontario Cycling *

	None	Novice	Intermediate	Expert (professional certificates and over 10 yrs experience)
Strategic Planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Business Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal & Regulatory Compliance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Equity, Diversity & Inclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Safe Sport Implementation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public/Media Relations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organizational Change Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Not for Profit Governance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Public Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Accounting & Financial Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Operations and Process Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Human Resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Project Management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community & Stakeholder Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Conflict Management & Resolution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fundraising Management	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Demonstrated Experience

For each of the core competencies that OC is placing particular emphasis on, please provide a brief documentation of your experience and achievements to demonstrate your competency in this area. Please include any certifications or professional designations.

Demonstrated Experience - Not for Profit Governance & Strategic Leadership *

I have served on, volunteered for, and reported to various non-profit organisations with a governance board. I try to ensure that governance boards remain focused on governance (i.e., fiduciary responsibilities) while management focus on operations.

In terms of strategic leadership, I have dedicated the last 10+ years in strategic leadership roles, which means looking and planning the long-term position of the organisation.

Demonstrated Experience - Accounting & Financial Management *

I am less familiar with accounting, such as the debit and credit transactions, but much more familiar with financial management, which is assessing the general financial position and health of an organisation. Further, as a member of the executive team, I collaborate with my colleagues to make long-term financial decisions for the organisation and communicating our position and proposals to the Board.

Demonstrated Experience - Sponsorship / Strategic Partnerships *

A few years ago I worked with WWF's corporate partnership to refine the cause marketing partnership framework that helped with the decision-making process. As a member of the executive team, I review all corporate partnership proposals and cast my vote on partnership decisions.

Demonstrated Experience - Fundraising Management *

I am familiar with the fundraising process for major donors, annual giving, and legacy. For clarity, I do not fundraise.

Demonstrated Experience - Legal & Regulatory Compliance *

As the head of human resources, I have deep knowledge in employment legislation (e.g., provincial and territorial Employment Standards Act, Human Rights Code, Occupational Health and Safety Act, Pay Equity Act, etc.) and not-for-profit reporting requirements to the CRA and IRS. I am also WWF's Privacy Officer so I am familiar with privacy regulatory matters like PIPEDA and not-for-profit governance compliance such as the Canadian Not-for-Private Corporations Act.

Demonstrated Experience - Equity, Diversity & Inclusion Implementation *

I have led WWF's diversity, equity, and inclusion (DEI) strategy for over 12 years with an emphasis of creating an equitable and inclusive climate. I design and provide regular training on unconscious bias to staff. I am proud that I helped WWF achieve gender pay equity and diversified the executive management team from an all-white team to its current form (half racialised, LGBTQ+, and all women, except for me).

This year, 30% of our staff identify as BIPOC and we achieved a Proactive status under the Global Diversity Equity Inclusion and Belonging framework.

I am a member of a few BIPOC or BREATH human resources professionals groups. I collaborate closely with external partners for input and advice on our DEI initiatives. I hold Cornell University's Certificate on Diversity and Inclusion and Coursera's Indigenous Canada certificate.

Demonstrated Experience - Organizational Change Management *

I have over 15 years of change management experience ranging from organisational restructurings at WWF to align with the strategic plans to implementing technology solutions. Implementation of technology and human resources solutions is a continuous journey of change management because the former relies on changing practices or processes that often necessitate in changes to people's way of working. My approach to change management is deeply collaborative because in my experience, the more people who are bought into change enables smoother transitions and adaptations.

Demonstrated Experience - Risk Management *

Risk management is an inherent part of my current role and all the roles I have had since my time at Gold's Gym. Currently, I am accountable for managing employment, payroll, technology, and culture related risks. I helped WWF achieve the Imagine Canada designation about 10 years ago and continue to ensure that the organisation maintains this status. The Imagine Canada designation requires charities to have robust operational and risk management frameworks that are documented. Moreover, on the corporate side, I was a risk associate at Goldman Sach's where I focussed on analysing operational and market risks.

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I confirm that the above information is accurate and wish to have my name considered for the Ontario Cycling Board of Directors at the 2024 Ontario Cycling Annual Meeting. I acknowledge and agree that the information on this form may be made public and made available to the membership of Ontario Cycling. *

Yes

No

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