



## MEMO

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**Date:** Thursday, September 7, 2023

**To:** Clerk's Office, City of London

**From:** Lori Da Silva, CEO, RBC Place London

**Subject:** RBC Place London Board Appointment Recommendations

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### Recommendation:

1. RBC Place London (RBCPL) Board of Directors is recommending the appointment of Ms. Sara De Candido as a Class 1 Board member, in the health care sector, with an initial one-year term, December 2023 to November 2024. Ms. De Candido replaces Mr. David Smith, who completes his tenure on the Board as of November 2023.

Sara De Candido is currently the Director, Innovation and Business Development at London Health Sciences Centre (LHSC), one of Canada's largest acute care teaching hospitals with nearly 15,000 staff, physicians, students, and volunteers. Previously, Ms. De Candido held the position of Director Pathology and Microbiology, External Relations, and Partnerships at LHSC. Before moving to LHSC, Sara De Candido was in a senior leadership role at a Global Pharmaceutical Company.

Ms De Candido has a Master of Business Administration with a specialization in Global Innovation Leadership, certification in Alternative Dispute Resolution (Mediation and Negotiation Mastery) and a degree in Political Science from Western University. Ms. De Candido currently serves the community on the Board of King's University College and Meals on Wheels London, and formerly a Board member of the London Family Court Clinic and 2022 Campaign Chair, LHSC for United Way.

2. RBC Place London Board is also recommending that the Board Chair retain a voting seat on the board as Past Chair which may or may not exceed the six-year maximum detailed in the bylaw. This is an important step for ensuring Board succession planning and Board member development.

RBC Place London Board is recommending that current Chair, Jenny Diplock remain on the board as a voting member for a 7<sup>th</sup> consecutive year in 2024 as Past Chair. With Ms. De Candido's recommended appointment and a year as Past Chair, for current Chair Jenny Diplock, the RBC Place London Board would include the following community members, for the 2024 calendar year:

One Year Term – Class 1 December 2023 to November 2024  
Jenny Diplock – Past Chair  
Sara De Candido

Two Year Term – Class 2 December 2022 – November 2024  
Jeffrey Floyd

Three Year Term – Class 3 November 2022 – November 2025

Susan Judd – Chair 2024

Garrett Vanderwyst – Finance Committee Chair

Eunju Yi

Ross De Gannes

Linda Nicholls – Governance Committee Chair

**Background:**

At the October 15, 2018, meeting of the Strategic Policy and Priorities Committee, the City Clerk put forward an amendment to the RBC Place London By Law for staggered terms of Board members maintaining the total length of time to be on the RBC Place London Board of six consecutive years. Directors “who are not members of Council shall be set at eight members and be structured in three (3) classes, consisting of a Class 1 (2 members), Class 2 (1 member) and Class 3 (5 members), and structured in such a manner as to provide for future staggering of board member replacement. The goal was to maintain board knowledge and intelligence while ensuring a healthy transition of new board members. The business and organizational categories for Board members as detailed in the Board by law was not changed.

In 2022, the RBC Place London Board of Directors embraced a new equity, diversity and inclusion policy for RBC Place London and adopted a Board recruitment policy for attracting new board members with a strategic focus on business growth. To reach and attract the broader community, the Board recruitment package is posted on the RBCPL website, and promoted through social media and directly with community, professional, and business organizations.

RBC Place London Board appointment opportunities are shared through London Economic Development Corporation website and in 2023, the RBCPL Board opportunity was shared in social media with the following specific organizations tagged, to broaden the message distribution and recruitment efforts:

- Tourism London
- Downtown London
- Pillar Non-Profit
- City of London
- London Chamber of Commerce
- London Economic Development Corporation
- St. Joseph’s Health Care
- Schulich School of Medicine
- London Health Sciences Foundation

Three individuals responded to the recruitment effort with a background in health care and a willingness to join the RBC Place London Board of Directors. A Board interview committee was established with members from the RBC Place London Governance Committee, and interviews were conducted in August 2023. The RBC Place London Board of Directors moved a motion supporting this recommendation at the August 25, 2023 board meeting.