



CIC Chair's Report - AGM June 2024

Over the last few years, out of necessity, the CIC Board adopted an unusually high operational role as we strove to stabilize the organization through the turn-over of Executive Directors, departure of many National Team staff and COVID. I am pleased to report that we are in a much-improved situation. The Board is pulling back to the more normal roles of oversight and strategy. Importantly, we have been able to re-focus on providing value to our members. The CIC finds itself in a much stronger financial position at the end of 2023 (see Treasurer's report). We had 4317 CIC members as of 31-December-2023, comprising 3143 CSC and 1174 CSChE members. Below are highlights of the year.

Improved Membership Value

- We are delighted to have ratified formation of the **Pride Member Resource Group** (Pride MRG) and the **Green Subject Division**. "Pride in the CIC" has been established for those members who have a common interest in advancing the rights of chemists, chemical engineers and chemical technologists who identify as 2SLGBTQ+. The Green Division replaces the Canadian Green Chemistry and Engineering Network (CGCEN) and will be able to organise symposia at conferences and serve to promote sustainability advocacy.
- We formally committed to running **CSC and CSChE conferences concurrently in 2026 and 2028** to maximize interaction between members of the two Societies. We had wanted to do this in 2025, but the conference venue in Ottawa was not large enough.
- We **reviewed the activities of all Subject Divisions and Local Sections** and made recommendations for managing those with lower activity levels. We improved the mechanisms for contacting executives of these groups and released guidance about sharing email addresses and contact information, in keeping with Canadian privacy laws.
- We developed **updated CIC Values, Mission, and Vision statements**. Efforts are underway to seek input on these and develop a robust strategic plan by the end of 2024.

Enhanced Governance and Financial Operations

- We continued to clarify roles/responsibilities and optimise operations. We developed **Terms of Reference (ToR) for all CIC Board Committees** and transitioned to a more standard not-for-profit corporate governance structure. We now have standing committees for Human Resources, Finances, Awards, Fellowships (FCIC), Nominations, and an Executive Committee. We continue to find the right balance with our Executive Director in the setting of goals and objectives. We updated the Directors' Handbook as one common document for the CIC, CSC and CSChE.
- We made **substantial modifications to our financial operations** including adjusting our investment portfolios to a more conservative mix, fully reviewing investments on a quarterly basis, streamlining the budget process, reviewing the Year End finances with a new auditor, and developing a Delegation and Signing Authority policy.
- The inaugural year of the **CIC Awards Director portfolio was very successful**. Burden on the CSC Awards Director was considerably reduced. At the time of writing, a CIC/CSC/CSChE-wide policy is at the consultation phase for ensuring that awards stay relevant and appropriately endowed. I am pleased to

report a robust cohort of FCIC nominations this year and encourage continued diversity going forward with respect to both gender and equity-seeking groups.

- We are looking at ways to better capitalize on our relationship with the **Chemical Education Fund (CEF)** a charity which was originally formed from our Chemical Education Trust fund in 2004. We host the CEF on our website and the National Team provides administrative and accounting support.
- The Board has decided to **reinstate the Past-Chair** Directorship. This role was removed in the 2014 rewrite of the Bylaws, but it is felt that a Past-Chair provides needed continuity to the Board since most Board members only have a one-year role.

Acknowledgements

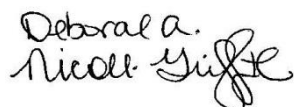
I would like to send a huge thanks to Prof. Josie Hill who has moved us forward with tact, diplomacy and focus during her two years as Vice-Chair. Kevin McCracken, CPA/CMA, is ably serving as our Treasurer. I also acknowledge the rest of the CIC board: Prof. Jennifer Love (CSC President), Prof. Michael Cunningham (CSCHE Past-President), Dr. Pascal Champagne (CSCHE President), Prof. Peter Look (CIC Awards Director), and Dr. Josephine Tsang (Executive Director). Collectively the Board is an incredibly collaborative and committed group.

The National Team staff have demonstrated an outstanding level of loyalty as we continue to emerge from the pandemic. The Institute and Societies are lucky to have such a talented and committed team.

Finally, I wish to mention that Prof. Judith Poe who has served as Chair of the CEF for 20 years will be retiring from this role. We thank Judith for her tremendous dedication to the CEF and we look forward to working with Prof. Russ Algar who is the in-coming Chair.

Conclusion

I had imagined that this would be my final year on the CIC Board, however, I will be pleased to serve as Past-Chair. I look forward to helping bring our refreshed Mission and Vision to life with specific goals and objectives - in service to our valued members.



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