

Report of the Nomination Committee

Summary

On December 20th, 2023 the call for nominations was shared on Facebook and Instagram, as well as personal channels. The Nomination Committee consisted of Sally O'Neill, Mathias Persson, and Sophie Beria.

All in all, 10 candidates were interviewed. Sophie did not partake in the interview with one candidate due to a conflict of interest, which was communicated with the Nomination Committee and the Malmö Pride board beforehand.

The proposal offered is grounded in the Nomination Committee's efforts to form a cohesive, effective board that works well together, especially in times of change.

Questions to elected representatives

All Malmö Pride board members who expressed the desire to continue their mandate had to answer the following questions from the Nomination Committee:

1. What is your current board position? What are your main responsibilities?
2. How do you find your position? Could you identify any challenges or learning experiences from the past year?
3. How do the cooperation and the dynamic work between the current board members?
4. How many hours per week do you spend on your board responsibilities? Are you comfortable with this division?
5. Are you interested in staying on the board? Are you comfortable continuing as [specific role]?
6. What would you need from Malmö Pride to help you succeed in this position? What type of support is important for you to feel comfortable in your role and do a good job?

New applicants had to answer these additional questions:

1. Please tell us why are you interested in this board position – in what way do you think this is a good match for you?
2. In what ways have you been involved in LGBTQI/ human rights topics? Would you call yourself an activist? Have you been part of an executive board before?
3. What challenges do you foresee in being involved and active for the whole duration? How many hours per month would you be willing to dedicate and what tasks would you feel comfortable taking on?
4. Have you ever had to cooperate with someone you perceived as difficult to cooperate with (colleague or event participant)? Tell us about that situation. What made it difficult? How did you handle it?
5. How comfortable are you with using both Swedish and English in your work?

Summary of the answers:

Everyone agreed that the work has been good, and the group is perceived as an active and committed board that succeeds in many important issues.

The dynamics of the board:

While everyone acknowledged the presence of good cooperation, concerns have arisen regarding capacity and task allocation, primarily stemming from ambiguity regarding responsibilities. Few proposals have been made to address this issue by expanding the number of deputy board members. Others, however, have advocated for a more structured approach to task management, suggesting the implementation of Terms of Reference (ToRs) and written handover documents to use the time more effectively.

The nominating committee's proposal

All of the board members want to continue with their assignments. The Nomination Committee proposes the following:

Board

- Daniel Jeremiah Persson to be re-elected as the chairperson of the board until the 2025 annual meeting.
- Alexandre Martins to be re-elected as the treasurer of the board until the 2025 annual meeting.
- Barbora Majdisova to be re-elected as a board member until the 2025 annual meeting.
- Ian Noresson to be re-elected as a board member until the 2025 annual meeting.
- Martta Mäkinen to be elected as a board member until the 2025 annual meeting (previously a deputy).
- Ditte Sommer to be re-elected as a board member until the 2025 annual meeting.
- Kit Brown to be re-elected as a board member until the 2025 annual meeting.
- Dina Hamida to be elected as a deputy until the 2025 annual meeting (previously a full member).
- Simone Riis Hasselskog to be re-elected as a board member until the 2025 annual meeting.

Auditors

- Maria Danckler to be re-elected as an auditor until the 2025 annual meeting.
- Peter Sunesson to be re-elected as an auditor until the 2025 annual meeting.

Other candidates

Two other candidates applied for the board position. The Nomination Committee interviewed one candidate, while the other was considered disqualified for applying after the deadline.

In times of transition, such as the change of the Project Leader, the Nomination Committee calls on the board and the annual meeting to re-elect all the members of the Malmö Pride board to ensure a smooth transition. Furthermore, the Nomination Committee does **not** propose to increase the board's size but rather suggests exploring ways to adjust individual board members' workloads to enhance time optimization and ensure a healthy work environment.

*With Regards,
Sophie Beria*

Nomination Committee Chair
Malmö, 1 March, 2024