

The Art of Collective Decision-Making: Navigating PAC Governance

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*Crown &
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Key Ideas Today

- What is Governance?
- Compliance and Responsibilities
- 3 modes of decision-making
- Example process of collective governance
- Take home: Case studies

What is Collective Governance?

Decision-making done
on behalf of,
and collaboratively,
across different interest holders
of your group



Who is a part of your Collective Governance?

- it depends on how your organization is structured
- regardless, **all interest holders** need to have some level of participation

Individual Responsibilities in a Collective Governance

- Know your authority and limits as an interest holder
- Contribute to the collective decision-making process
- You're not only an individual caregiver, you are a part of a community, group, and a legal system
- *Executives*: interpret, uphold, and update the bylaws and policies that govern your PAC

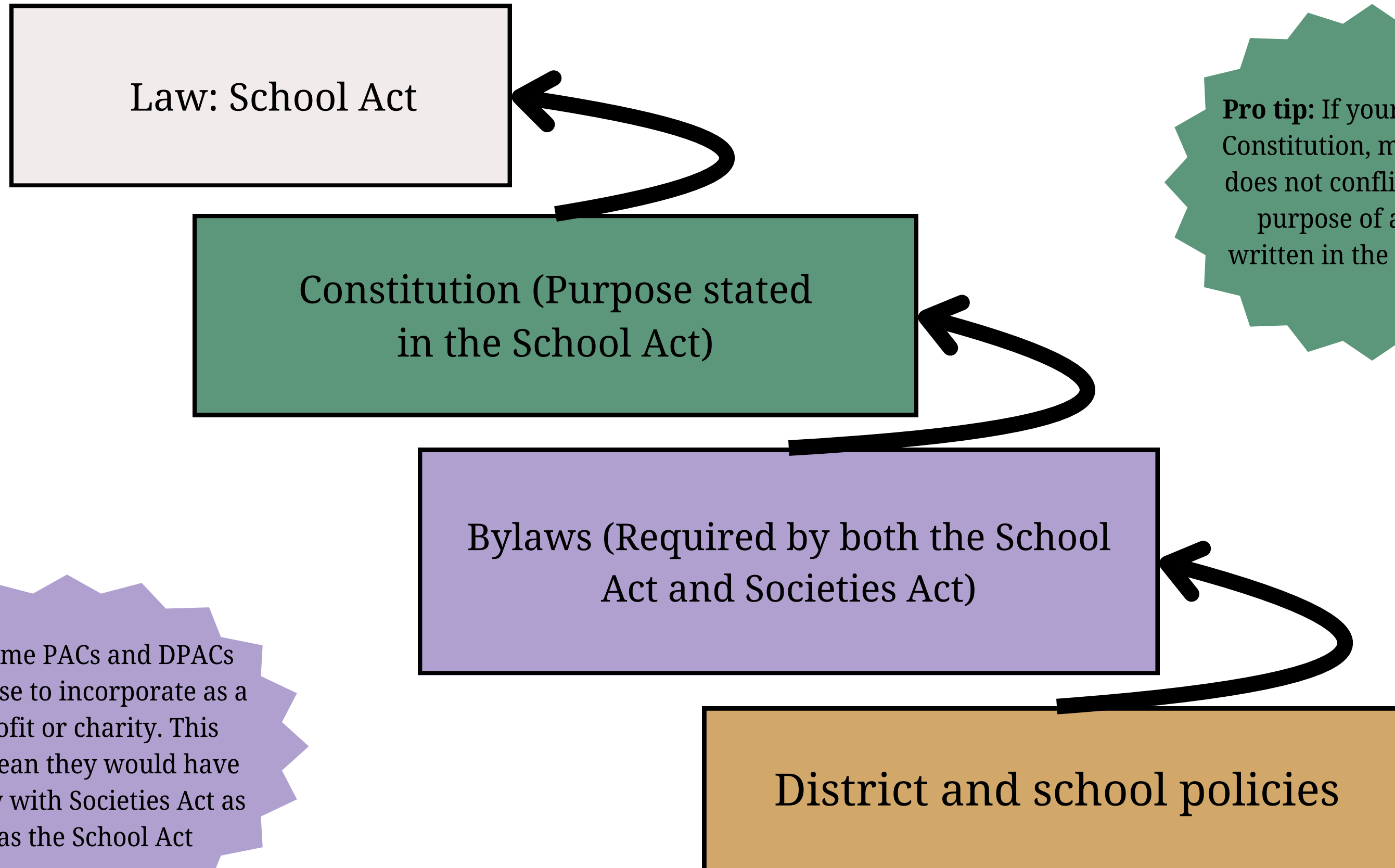


Why is Collective Governance important?

You are a part of a group that
functions within a multi-layered
system



Layers of Compliance



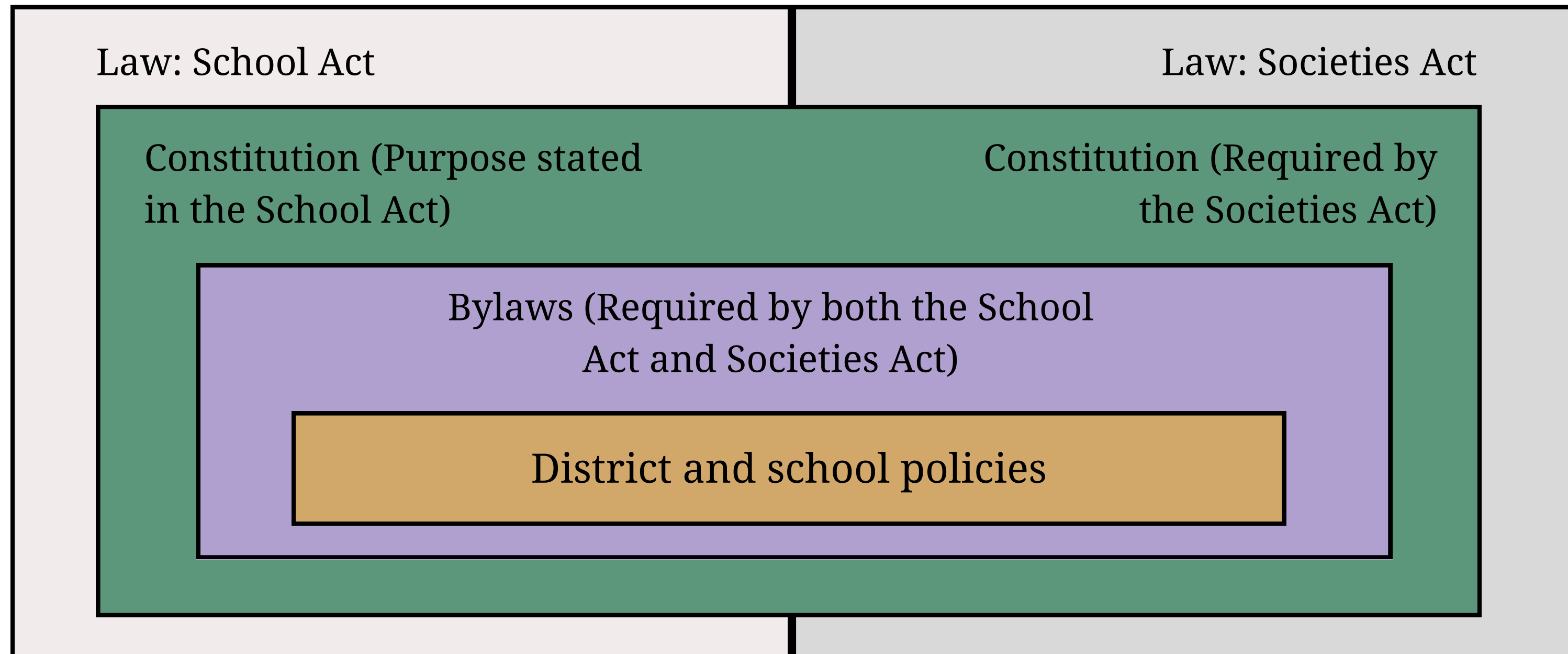
Pro tip: If your PAC has a Constitution, make sure it does not conflict with the purpose of a PAC as written in the School Act

Note: Some PACs and DPACs may choose to incorporate as a non-profit or charity. This would mean they would have to comply with Societies Act as well as the School Act



Layers of Compliance

Case Study: Are your Bylaws and Procedures Compliant?



Governance has a Ripple Effect

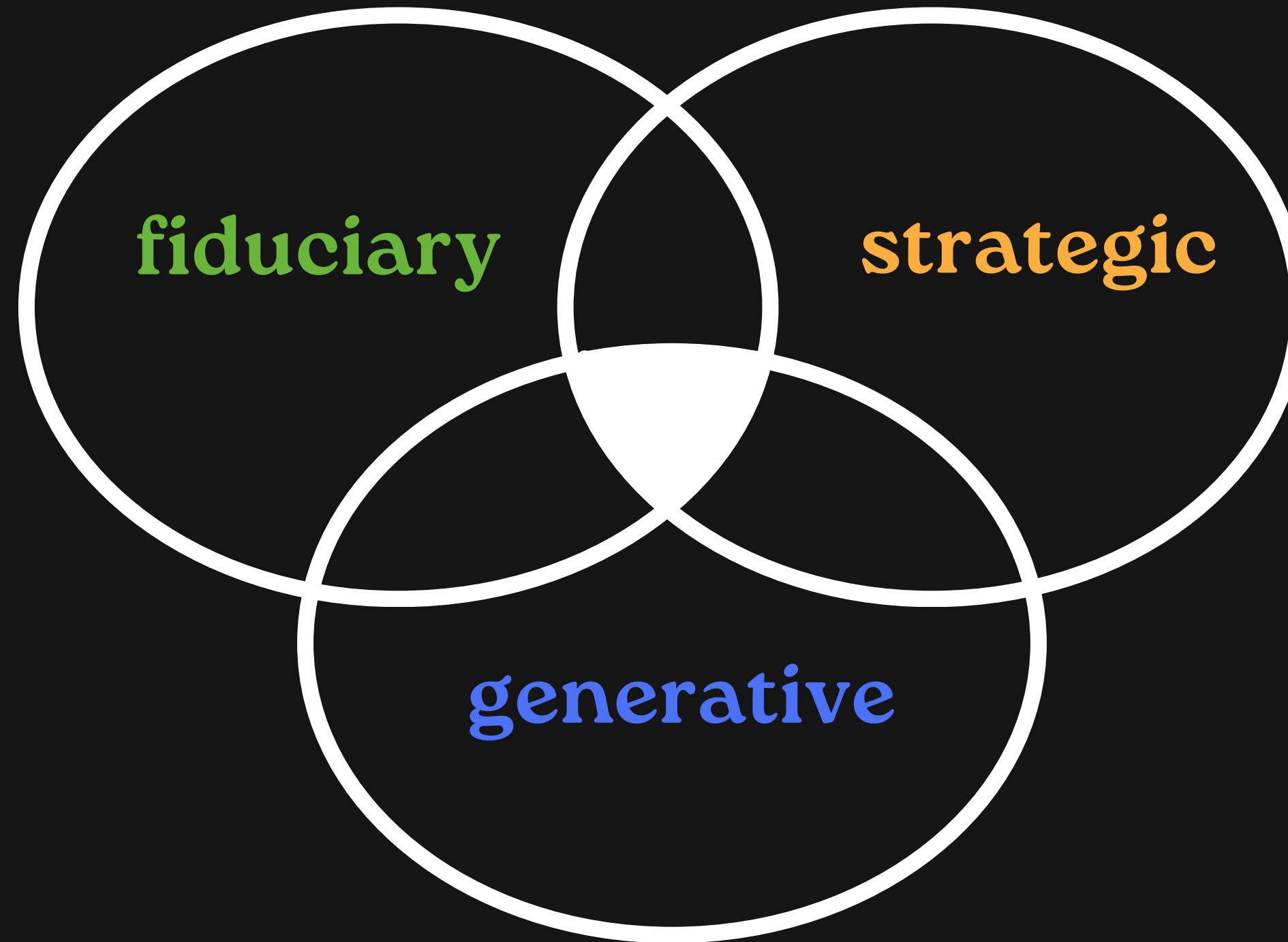


Why is Collective Governance important?

The decisions you're making today
affect many others in the future



3 Modes of Thinking



The Challenge of Collective Governance

Sometimes we are using different
modes of thinking and
not realize it.



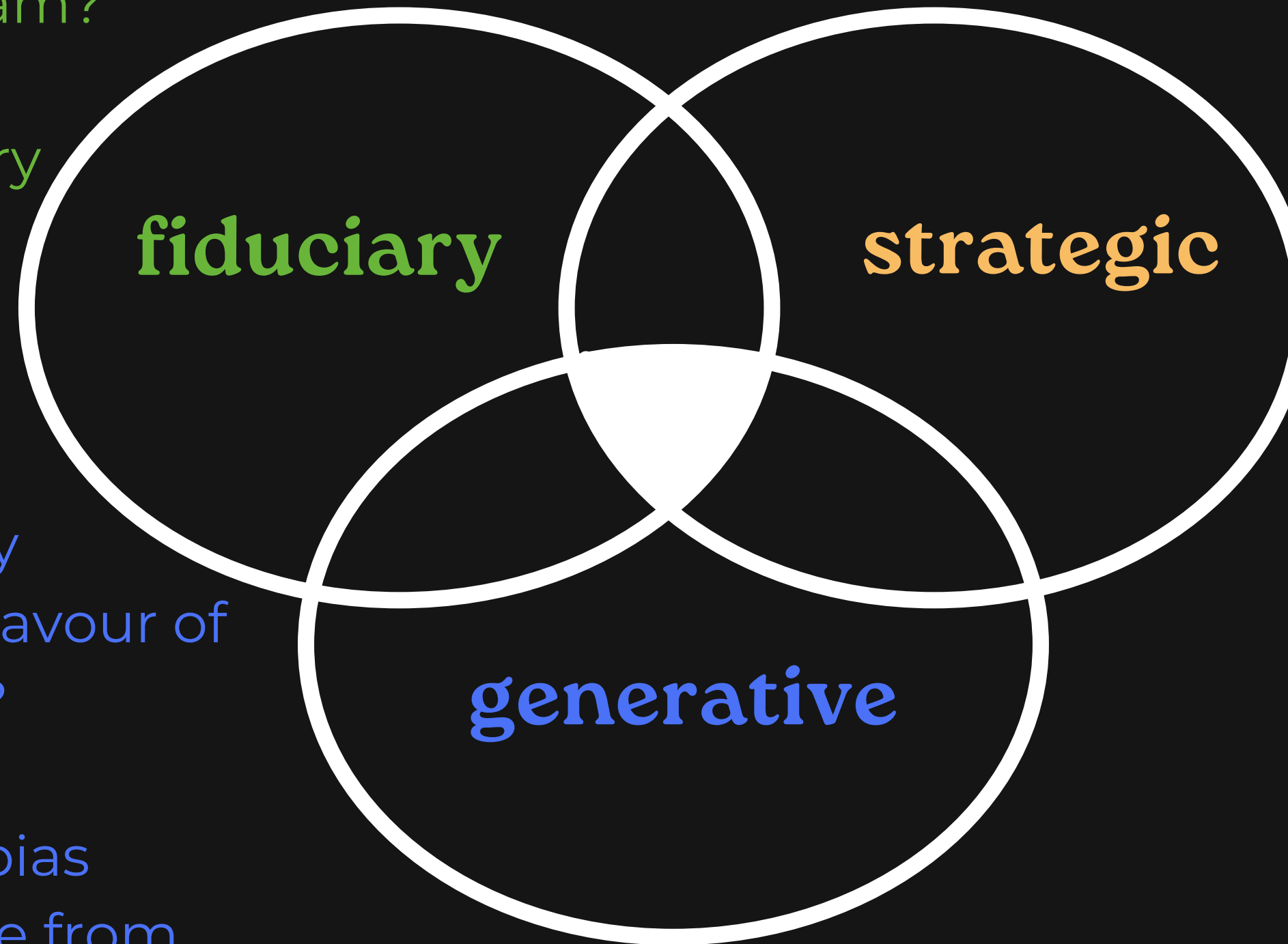
Decision point: We need to get ice cream

Is this the cheapest
place to buy ice cream?

Do I need a non-dairy
option?

What is my
favourite flavour of
ice cream?

Does this bias
prevent me from
getting better
tasting ice cream?



Should I get a pint
of ice cream that I
can bring home
and eat for later?

What flavours will
compliment my
meal tonight?



Types of Decision-Making

Autocratic: “I alone decide.”

Consultative: “I gather input, then I decide.”

Consensus: “Everyone must agree unanimously.”

Delegative: “Someone else decides.”

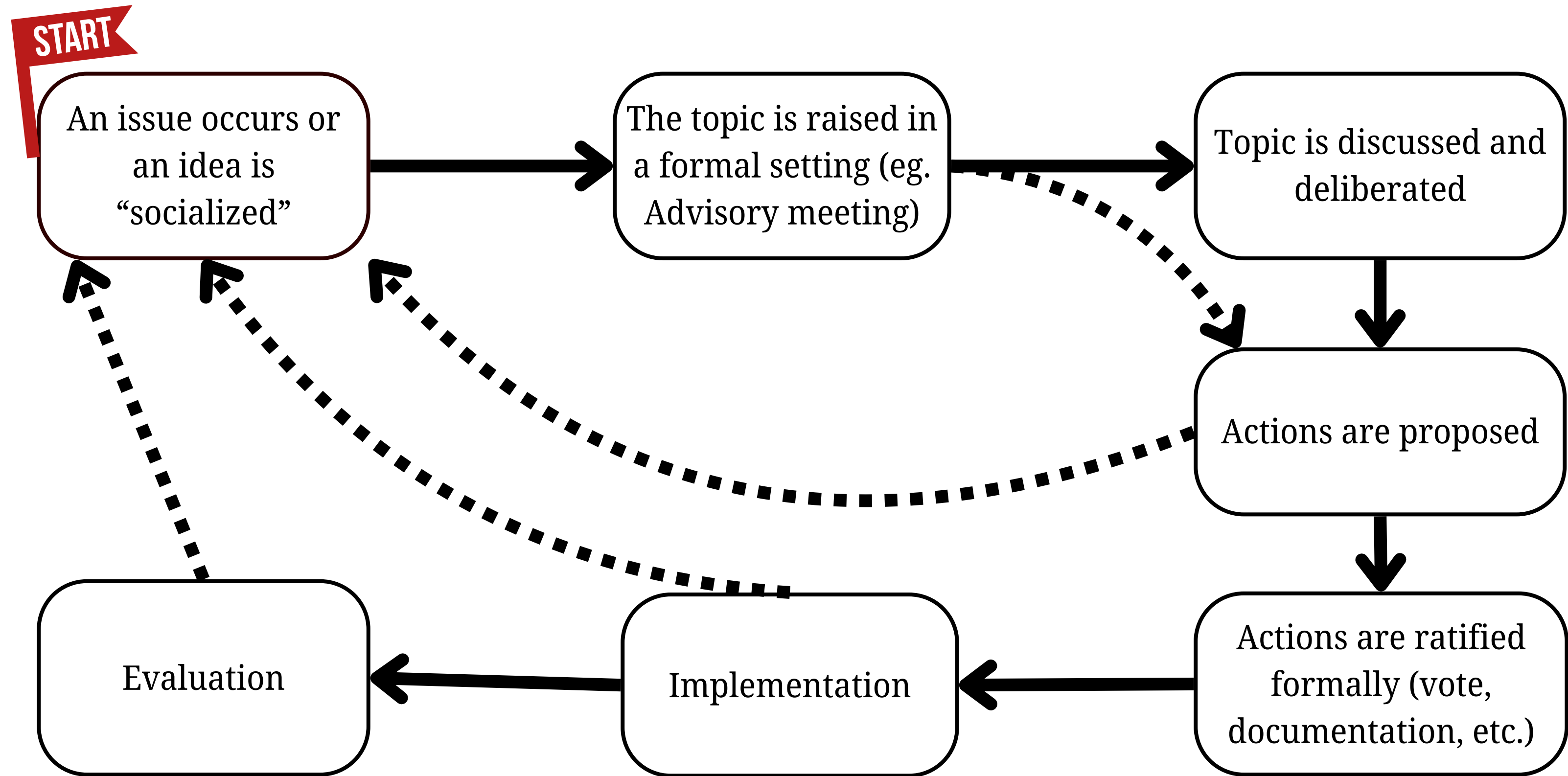
Democratic: “Majority rules.”

Stochastic: “Flip a coin.”

Avoidant: “Let’s postpone or not decide.”

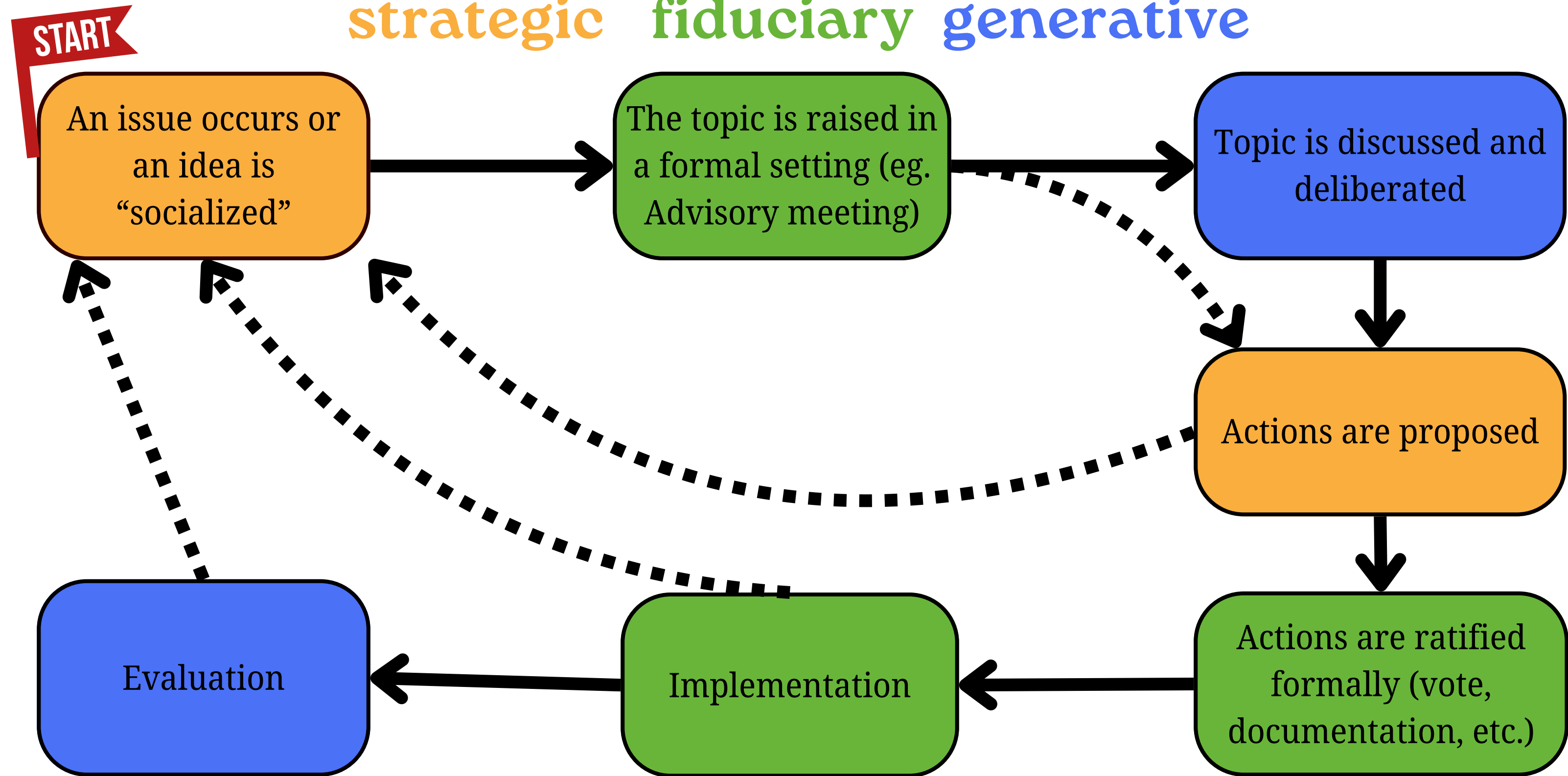


Process of Collective Governance



Process of Collective Governance

strategic fiduciary generative



Key Practices of Collective Governance

- It's not always about knowing, it's about spidey-sensing
- Allow for diversity of thinking and lived experiences
- Recognize the different modes of thinking at play
- Design a decision-making process that allows for different modes of thinking
- Identify what type of decision-making is necessary for each step of the process
- Disagreements happen but solidify the moments when your voice has to be united



Thank you!

Ways to connect:

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RESOURCES

crowncalling.com/#burnabydpac
(access to digital worksheets)

Decision making in PACs & DPACs (BCCPAC
Leadership Manual)

Conscious Conversation Framework: How to Get
Buy-in From Your Team (Maven Article)

Governance as Leadership (Book)

Governance Framework (Ontario Nonprofit
Network PDF)

Vroom-Yetton Decision Model (Creately
Template)