



CALL FOR BOARD MEMBERS

[PASAN](#) is a community-based harm reduction/HIV/Hepatitis C organization that provides support, education, and advocacy to, for and with individuals whose current realities are impacted by the justice system and people who were previously incarcerated. We support and advocate with communities disproportionately affected by incarceration, focusing on prison health and justice, harm reduction, HIV and Hepatitis C.

The Opportunity

PASAN is seeking 4 volunteer Board Members who share our vision: an end to prisons, health inequities, and the oppressions that drive criminalization, incarceration, HIV, and Hepatitis C, and who are excited about supporting the work of our organization. This is a governance board, we are seeking volunteers to collectively provide oversight, strategic insights and guidance.

We are committed to centering anti racism, responding to the Truth and Reconciliation (TRC) calls to action and engaged in the ongoing work to dismantle white supremacy in our work and governance. We encourage applications from Black, Indigenous and racialized people, and people with lived experience of incarceration, HIV and Hep C, and/or drug use. Over the next year PASAN will be entering a leadership transition, as such we encourage applications from candidates that have experience and interest in contributing to **any** of the following:

- Succession planning, strategic planning and organizational change
- Fundraising knowledge and non-profit financial planning
- Organizational risk management
- Practical knowledge of prison justice, health and harm reduction

You do not need to be an expert in the areas noted above, so don't be too concerned if you don't tick all of the boxes when it comes to the knowledge areas that are outlined for this role. If you are willing to learn, and if this area of work excites and interests you we would love to hear from you.

What We Ask of Board Members

Board members are expected to:

- Commit to 5-8 hours per month for a 2-year term
- Prepare for, attend and fully participate in
 - Monthly board meetings (4th Monday at 6pm, mix of in-person and virtual)
 - Board committee meetings
 - Additional board duties as needed

How to Apply

Please prepare and submit a written or video response (via email, mail or submit in-person), to the following three questions:

1. Tell us about yourself and why you are interested in joining the board.
2. What skills, experience and knowledge can you contribute to the board?
3. What areas of learning or skill development do you hope to gain as a Board Member?

Application Deadline: **Monday, January 12, 2026**

Email your application to: info@pasan.org

If you miss the deadline, you are still welcome to apply as we may decide to extend the interview and review period.

What Happens Next

Candidates will be contacted for a virtual interview with our Board Development Committee in mid to late January.

After the interviews, candidates will be notified if the Committee will recommend and nominate them to the board.

For more information, or if you require accommodation during any stage of the recruitment process please contact the Board Development Committee at info@pasan.org.