



Governance, Communications and Human Resources Committee

931 Yonge Street,
Toronto, M4W 2H2

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The Governance, Communications and Human Resources Committee (“GCHRC”) of the Toronto Community Housing Corporation (“TCHC”) held a virtual Public meeting on November 27, 2020, via WebEx, commencing at 10:55 a.m.

GCHRC Directors Present:

Brian Smith, Chair

John Campbell
Debbie Douglas
Ubah Farah
Councillor Paula Fletcher

GCHRC Directors Absent: n/a

Management Present:

Kevin Marshman, President & Chief Executive Officer (“CEO”)
Sheila Penny, Chief Operating Officer (“COO”)
Darragh Meagher, General Counsel & Corporate Secretary
Lindsay Viets, Director, Strategic Planning & Stakeholder Relations
Minh Toan, Business Planner, Stakeholder Relations
Ceilidh Wilson, Assistant Corporate Secretary

A quorum being present, Mr. Smith, serving as Chair, called the meeting to order, and Ms. Wilson served as recording secretary.

ITEM 1 CHAIR'S REMARKS

The Chair welcomed everyone to the GCHRC meeting, noted the Acknowledgement of the Land and notified everyone that due to the need for social distancing to limit the spread of COVID-19, TCHC's holding this GCHRC meeting virtually.

COVID-19 Update

TCHC's COVID-19 response is now in its eighth month, and the Chair thanked employees for the exemplary work they are doing to deliver essential services and support TCHC tenants.

Many of TCHC's communities are among the hardest hit by the virus, and employees have stepped up to support tenants who are self-isolating and help agencies deliver food and other essentials to seniors and vulnerable tenants.

In particular, the Chair recognized the contributions of staff who work in TCHC buildings. Given the resurgence of COVID-19 cases, TCHC's maintaining the extended 10-hour shift schedules that are enabling TCHC to deliver enhanced cleaning protocols that are preventing the spread of the virus and keeping people safe.

Lastly, the Chair thanked everyone at the company for setting a good example by following public health advice at work and at home.

ITEM 2A APPROVAL OF PUBLIC MEETING AGENDA

Motion carried **ON MOTION DULY MADE** by Mr. Campbell, seconded by Ms. Farah and carried, the GCHRC approved the Public meeting agenda for the GCHRC's November 27, 2020.

ITEM 2B CHAIR'S POLL RE: CONFLICT OF INTEREST

The Chair requested members of the GCHRC to indicate any agenda item in which they had a conflict of interest, together with the nature of the interest.
No conflicts were declared.

**ITEM 2C CONFIRMATION OF MINUTES OF THE PUBLIC GCHRC
MEETING OF SEPTEMBER 9, 2020**

Motion carried **ON MOTION DULY MADE** by Mr. Campbell, seconded by Ms. Farah and carried, the GCHRC confirmed the above-captioned minutes without amendments.

**ITEM 3 BUSINESS ARISING FROM THE PUBLIC MEETING MINUTES
AND ACTION ITEMS UPDATE**

Motion carried **ON MOTION DULY MADE** by Mr. Campbell, seconded by Ms. Farah and carried, the GCHRC received the matters reported as Business Arising from the Public Meeting Minutes and Action Items Update for its information.

**ITEM 4 CITY COUNCIL DIRECTIONS REQUIRING
BOARD ATTENTION** GCHRC:2020-33

The above-captioned report (GCHRC:2020-33) was circulated to GCHRC members prior to the meeting.

Ms. Viets was available to answer questions of the GCHRC.

Motion carried **ON MOTION DULY MADE** by Councillor Fletcher, seconded by Mr. Campbell and carried, the GCHRC received the information contained in Report GCHRC:2020-33 for its information.

ITEM 5 2020 BOARD EVALUATION RESULTS GCHRC:2020-34

The above-captioned report (GCHRC:2020-34) was circulated to GCHRC members prior to the meeting.

Mr. Meagher was available to answer questions of the GCHRC. Highlights of

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the discussion include:

- The Chair, GCHRC will be having discussions with the Institute of Corporate Directors (“ICD”) to seek advice for improving governance practices. It was recommended that the Chair also have conversations with the City Manager’s office on this matter.
- There are no glaring concerns in the Board evaluation results.

Motion carried **ON MOTION DULY MADE** by Mr. Campbell, seconded by Ms. Farah and carried, the GCHRC received the information contained in Report GCHRC:2020-34, and forwarded it to the Board of Directors for information and discussion.

ITEM 6	UPDATE ON PROFESSIONAL STANDARDS UNIT	GCHRC:2020-29
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The above-captioned report (GCHRC:2020-29) was circulated to GCHRC members prior to the meeting.

Mr. Meagher was available to answer questions of the GCHRC. Highlights of the discussion include:

- This report arises out of the recommendations the Board approved in response to the Rubin Thomlinson (“RT”) report.
- This report provides a contextual view of the manner in which other City organizations conduct workplace investigations; it does not make any recommendations for what TCHC should do.
- It was suggested that command structure organizations should not be used as a reference point for TCHC.
- Action item: Management to bring the professional standards unit matter back to the GCHRC for discussion in early 2021.

Motion carried **ON MOTION DULY MADE** by Councillor Fletcher, seconded by Mr. Campbell and carried, the GCHRC received the information contained in Report GCHRC:2020-29 for its information.

TERMINATION

The public meeting terminated at 11:20 a.m.

Secretary

Chair, Governance,
Communications and Human
Resources Committee