

**Briefing Note:** For Information

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**To:** Tenant Services Committee

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**From:** Darragh Meagher  
General Counsel and Corporate Secretary

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**Date:** January 25, 2023

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**Re:** Business Arising from Action Items – Public Action Item #3 (Violence Reduction Program Update – Q2 2022)

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At the Tenant Services Committee (“TSC”) meeting of September 20, 2022, the Committee requested that Management report back to the TSC on TCHC’s ability to require applicants for employment with TCHC to self-identify their demographic characteristics.

Based on a review of the TSC Charter, the Committee has not been assigned oversight responsibilities, by the Board, that would encompass TCHC’s human resources processes. The oversight responsibilities of the TSC extend to:

- Community relations, tenant engagement and quality customer service;
- Healthy communities;
- Day-to-day maintenance;
- Community safety and security;
- Social investment; and
- Oversight of the Commissioner of Housing Equity.

The Board’s Governance, Communications and Human Resources Committee (“GCHRC”) is delegated, by the Board, responsibility for:

- Corporate governance;
- Human resources, executive compensation, and succession planning;
- Stakeholder relations and corporate communications; and
- Corporate compliance.

In the context of the oversight responsibility, delegated to GCHRC by the Board, the GCHRC Charter provides that it fulfills that responsibility by:

- Overseeing the design, implementation, strategies, and initiatives by Management on human resources, talent development and retention, compensation principles, and succession planning; and reporting and making recommendations to the Board on such matters.

The request made at the September 20, 2022 TSC meeting appears to fall more appropriately into the jurisdiction of the GCHRC. For this reason, following consultation with the TSC Chair, this Action Item will be added to the Action Items of the GCHRC meeting for April 11, 2023.