



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 September 14, 2022, via WebEx, commencing at 8:50 a.m.

GCHRC Directors Present:

Brian Smith, Chair
Debbie Douglas
Marcel Charlebois

GCHRC Directors Absent:

Naram Mansour
Ubah Farah
Councillor Paula Fletcher

Management Present:

Jag Sharma, President & Chief Executive Officer (“CEO”)
Nadia Gouveia, Acting Chief Operating Officer (“COO”)
Darragh Meagher, General Counsel & Corporate Secretary
Barbara Shulman, Interim Vice President, Human Resources
Rose-Ann Lee, Chief Financial Officer & Treasurer (“CFO”)
Kelly Skeith, Acting Chief Development Officer
Paula Knight, Vice President, Strategic Planning and Communications
Allen Murray, Vice President, Facilities Management
Amzad Khan, Director, Learning and Organizational Development
Kelly Schilthuis, Director, Talent Management
Vishnu Ramsamujh, Director, Employee & Labour Relations
Christine Yan, Acting Assistant Corporate Secretary

A quorum being present, Mr. Smith, serving as Chair, called the meeting to order, and Ms. Yan 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.

DEPUTATIONS

The Chair polled for any deputations to be heard at the meeting. No deputations were received.

ITEM 2 APPROVAL OF PUBLIC MEETING AGENDA

Motion carried **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Ms. Douglas and carried, the GCHRC approved the Public meeting agenda for the GCHRC's September 14, 2022 meeting.

ITEM 3 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 4 CONFIRMATION OF MINUTES OF THE PUBLIC GCHRC MEETING OF JULY 18, 2022

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

ITEM 5 BUSINESS ARISING FROM THE PUBLIC MEETING MINUTES AND ACTION ITEMS UPDATE

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

ITEM 6 BI-ANNUAL HUMAN RESOURCES DIVISION UPDATE GCHRC:2022-17

The above-captioned report (GCHRC:2022-17) was circulated to GCHRC members prior to the meeting.

Ms. Shulman delivered a presentation on the bi-annual Human Resources Division Update, highlights of which include:

- Driving Organizational Priorities
 - Diversity Engagement Survey
 - Equity, Diversity and Inclusion (“EDI”) Strategy
 - EDI Communication and Education
 - EDI and Confronting Anti-Black Racism (“CABR”)
 - Performance Management Program
 - Employee Engagement
 - Leadership Development
 - Culture Model Training
 - Learning Program
 - Hybrid Work Policy
- Building and Sustaining a Culture of Trust and Confidence in HR
 - Transition to Toronto Seniors Housing Corporation (“TSHC”)
 - Transition from Contract to Direct Management
 - Talent Attraction and Retention
 - Employee Training and Development
 - COVID-19 Emergency Response
- Key Areas of Focus for the Balance of 2022

The GCHRC appreciated HR's efforts in attracting and retaining talents amid the challenging time for the non-profit sector, and recommended that the leadership toolkit be shared to benefit other organizations in the non-profit sector.

Motion carried **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Ms. Douglas and carried, the GCHRC received Report GCHRC:2022-17, being the Bi-annual Human Resources Division Update report, for its information.

ITEM 7 INTRODUCTION OF HYBRID BOARD AND COMMITTEE MEETINGS GCHRC:2022-24

The above-captioned report (GCHRC:2022-24) was circulated to GCHRC members prior to the meeting.

Motion carried **ON MOTION DULY MADE** by Ms. Douglas, seconded by Mr. Charlebois and carried, the GCHRC received Report GCHRC:2022-24, regarding the Introduction of Hybrid Board and Committee Meetings, for its information.

ITEM 8 CITY COUNCIL DIRECTIONS REQUIRING BOARD ATTENTION GCHRC:2022-25

The above-captioned report (GCHRC:2022-25) was circulated to the GCHRC members prior to the meeting.

Motion carried **ON MOTION DULY MADE** by Ms. Douglas, seconded by Mr. Charlebois and carried, the GCHRC received Report GCHRC:2022-25 regarding City Council Directions Requiring Board Attention for its information.

TERMINATION

A Motion to adjourn the meeting was moved by Mr. Charlebois and seconded by Ms. Douglas. The GCHRC resolved to terminate the public meeting at 9:21 a.m.

Secretary

Chair, Governance,
Communications and Human
Resources Committee