



Organization Committee

931 Yonge Street
Toronto M4W 2H2

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The Organization Committee of the Toronto Community Housing Corporation met on Wednesday, July 5, 2006, in the Boardroom, 931 Yonge Street, commencing at 10:40 a.m.

Directors present: Mr. John Brewin, Chair
Ms. Mariam Adam
Ms. Penny Milton
Mr. Nick Volk
Councillor Suzan Hall

Regrets: N/A

Also present: Mr. Harold Ball, Vice President, Human Resources
Ms. Jennifer DeFour, Manager Health and Safety
Lisa Ker, Manager, Business Planner, Corporate Planning & Performance
Bertha D’Cunha, Corporate Planning & Performance
Mr. Howie Wong, General Counsel-Corporate

Mr. John Brewin assumed the Chair and called the meeting to order and Allison Godfrey served as recording secretary.

DECLARATION OF CONFLICT OF INTEREST

The Chair requested members of the Organization Committee to indicate any agenda item in which they had a conflict of interest, together with the nature of the interest. None were declared.

CONFIRMATION OF AGENDA

Motion carried **ON MOTION MADE**, by Ms. Mariam Adam:

The agenda was confirmed as presented

**MINUTES CONFIRMATION OF PUBLIC MINUTES OF THE ORGANIZATION
COMMITTEE FOR May 11, 2006**

Motion carried **ON MOTION MADE** by Mr. Nick Volk:

the Organization Committee adopted the above-captioned minutes, and requested that Item 3, Organization Committee Workplan, be brought back to the September meeting.

ITEM 1 WORKPLACE DIVERSITY POLICY ORG:2006-09

Motion carried The Organization Committee had before it the above-captioned report (ORG:2006-09) from the Chief Executive Officer recommending that the Organization Committee receive the report for information and forward to the Board of Directors.

ON MOTION MADE by Ms. Penny Milton:

the Organization Committee adopted the report and recommended that the report be forwarded to the Board of Directors.

The Committee requested that the Board receive a Workshop on the Workplace Diversity issue.

**ITEM 2 HEALTHY ORGANIZATION STRATEGY
UPDATE (VERBAL)**

Mr. Ball led a discussion on upcoming staff sessions on the Healthy Organization Strategy. Most TCHC have participated in the peer facilitated workshop, and provided feedback. This will be revisited at a future meeting.

**ITEM 3 LEADERSHIP DEVELOPMENT UPDATE
(VERBAL)**

Mr. Ball informed the Committee that a consultant has been hired to conduct an evaluation of the project, which should conclude in the fall. The Committee expressed an interest in seeing the results of the evaluation at a future meeting.

**ITEM 4 COMMUNITY TRAINING PLAN UPDATE
(VERBAL)**

Mr. Ball informed the Committee that there will be a second Leadership forum for the community training plan group. The training for the Superintendent position was very popular and well received by staff, and there is interest in providing staff with further reading, writing and comprehension skills.

**ITEM 5 PERFORMANCE MANAGEMENT PLAN
UPDATE (VERBAL)**

Mr. Ball informed the Committee that the PMP team is beginning the process of evaluating the programme and develop changes to the 2007 plan. The system is still contentious among staff, and since many staff are at the top of their salary range, monetary results are limited.

ITEM 6 RESTRUCTURING UPDATE (VERBAL)

This item was deferred to a future meeting.

ITEM 7 APRENTICESHIP UPDATE (VERBAL)

Mr. Ball updated the Committee on the Apprenticeship program. 14 finished the program and 3 were placed with TCHC. Phase III will start soon, and TCHC is hopeful about establishing contacts with outside housing developers to assist with job placements.

IN CAMERA PROCEEDINGS

Motion carried **ON MOTION MADE** by Ms. Mariam Adam,

the Organization Committee resolved to meet *in camera* to consider items A, B, C and D.

PUBLIC PROCEEDINGS

Motion carried At 12:54 p.m. the Chair announced the resumption of the public proceedings and the public meeting reconvened at that time.

ON MOTION MADE by Mr. Nick Volk:

the Organization Committee ratified the actions authorized during the *in camera* meeting.

ADJOURNMENT

The meeting of the Organization Committee was adjourned at 12:55 p.m.

Secretary

Chair