



Governance, Communications and Human Resources Committee

931 Yonge Street,
Toronto, M4W 2H2

Page 1 of 6

The Governance, Communications and Human Resources Committee (“GCHRC”) of the Toronto Community Housing Corporation (“TCHC”) held a virtual Public meeting on November 30, 2021, via WebEx, commencing at 3:48 p.m.

GCHRC Directors Present:

Debbie Douglas, Vice Chair
Marcel Charlebois
Councillor Paula Fletcher

GCHRC Directors Absent:

Brian Smith
Ubah Farah
Naram Mansour

Management Present:

Jag Sharma, President & Chief Executive Officer (“CEO”)
Sheila Penny, Chief Operating Officer (“COO”)
Darragh Meagher, General Counsel & Corporate Secretary
Barbara Shulman, Interim Vice President, Human Resources
Rose-Ann Lee, Chief Financial Officer & Treasurer
Kelly Skeith, Acting Chief Development Officer
Paula Knight, Vice President, Strategic Planning & Communications
Bruce Malloch, Director, Strategic Communications
Ada Wong, Senior Director, Digital, Content and Brand Strategy
Grant Coffey, General Manager, Seniors Housing Unit

Allan Britton, Senior Manager, Community
Safety Unit
Christine Yan, Acting Assistant Corporate
Secretary

A quorum being present, Ms. Douglas, serving as Vice 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.

The Chair noted that the GCHRC meeting was originally scheduled for November 8, 2021, however, an urgent circumstance resulted in a member of the Committee being unable to attend the meeting on the date, which led to loss of quorum for the meeting. The meeting has been rescheduled for today.

DEPUTATIONS

The Chair polled for any deputations to be heard at the meeting. No verbal deputations were presented. The following written deputations were received in relation to the following items:

- Item 2D – City Council Directions Requiring Board Attention (*Nicole Corrado*)
- Item 4 – TCHC 2021-22 Strategic Communications Plan Update (*Kathleen Doobay*)

ITEM 2A APPROVAL OF PUBLIC MEETING AGENDA

Motion carried **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Councillor Fletcher and carried, the GCHRC approved the Public meeting agenda for the GCHRC's November 30, 2021 meeting.

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 10, 2021

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

ITEM 2D CITY COUNCIL DIRECTIONS REQUIRING BOARD ATTENTION GCHRC:2021-39

Motion carried **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Councillor Fletcher and carried, the GCHRC received Report GCHRC:2021-39 regarding City Council Directions Requiring Board Attention for its information.

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

Motion carried **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Councillor Fletcher and carried, the GCHRC received the matters reported as Business Arising from the Public Meeting

Minutes and Action Items Update for its information.

STATUS UPDATE: STRATEGIC
ITEM 4 COMMUNICATIONS PLAN GCHRC:2021-41

The above-captioned report (GCHRC:2021-41) was circulated to the GCHRC members prior to the meeting.

Ms. Knight delivered a presentation on the Strategic Communications Plan Update and was available to answer questions of the GCHRC. Highlights of the discussion include:

- The GCHRC provided positive feedback to the Strategic Communications Plan Update.
- It was commented that coverage of gun violence incidents in TCHC communities presents what have happened in the communities and may not be necessarily categorized as “negative stories”.

Motion carried **ON MOTION DULY MADE** by Councillor Fletcher, seconded by Mr. Charlebois and carried, the GCHRC received for its information Report GCHRC:2021-41 being the Status Update: Strategic Communications Plan.

BI-ANNUAL HUMAN RESOURCES
ITEM 5 UPDATE GCHRC:2021-42

The above-captioned report (GCHRC:2021-42) was circulated to GCHRC members prior to the meeting.

Ms. Shulman delivered a presentation on the Bi-annual Human Resources Update and was available to answer questions of the GCHRC. Highlights of the discussion include:

- It was provided that analysis of outcome of the Equity Diversity and Inclusion Survey could provide information in terms of staff’s experiences from an equity diversity and inclusion perspective.
- Action item: management to report back regarding the diversity

breakdown of positions in the Community Safety Unit.

Motion carried **ON MOTION DULY MADE** by Councillor Fletcher, seconded by Mr. Charlebois and carried, the GCHRC received Report GCHRC:2021-42, being the Bi-annual Human Resources Update, for its information.

ITEM 6 PLAN FOR 2022 BOARD EVALUATION GCHRC:2021-43

The above-captioned report (GCHRC:2021-43) was circulated to GCHRC members prior to the meeting.

Mr. Meagher provided an overview of the report and was available to answer questions of the GCHRC. Highlights of the discussion include:

- The Board evaluation process provides Board members with an opportunity to identify issues for effective Board performance.
- Management is seeking GCHRC's input on the proposed Board evaluation survey being proposed as part of the Board evaluation process. Feedback from former Board members through previous surveys or other mechanisms will inform the proposed survey.

Motion carried **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Councillor Fletcher and carried, the GCHRC unanimously approved and recommended that the Chair of the Board of Directors:

1. Consider an alternative evaluation tool to support the implementation of the 2022 Board Evaluation survey;
2. Consider the retainer of an external adviser to assist in the facilitation of the 2022 Board Evaluation survey;
3. Approve the Questions, as set out in Attachment 1 to this report, as the basis for the 2022 Board Evaluation survey; and

4. Direct the appropriate staff to take all necessary actions to implement the foregoing recommendations.

as outlined in Report GCHRC:2021-43, being the 2022 Board Evaluation Plan.

TERMINATION

The public meeting terminated at 4:33 p.m.

Secretary

Chair, Governance,
Communications and Human
Resources Committee