

Human Rights Legal Support Centre Operational Business Plan Board of Directors Meeting - Minutes

Date: December 5, 2023

Time: 9:30am - 2:00pm

Via Videoconference

Chair: Ena Chadha

Vice Chair: Mary Joe Freire

Attendees:	Michelle Tan	Patrick Nadjiwan	Martial Moreau
	Tamar Witelson	Gary Pieters	Evelyn Ball
	Sandi Bell	Sharmaine Hall	
	Bessie Mavroutsikos	Sharon Hughes (Minutes)	

Guests: James Kosa (WeirFoulds) Robert Preduta (Tosamiro)

Item	Discussion
1	Land Acknowledgement - Sandi Bell
2	<p>2. Revised Consent Agenda Items (revised to add 1.f) and 1.g) and move item 10 to in camera)</p> <ul style="list-style-type: none"> a) Approval of Agenda b) Approval of Minutes of the October Cyber Incident Board Meetings October 27th c) Conflict of Interest Check d) Cross Appointee report e) Letter from Premier Doug Ford re: HRLSC 22/23 Annual Report f) Administrative Attestation g) Financial Attestation <p>Motion: to revise agenda to add 1.f) and 1.g) attestations and to move item 10 of agenda to in camera.</p> <p>M/S: Patrick Nadjiwan/Evelyn Ball</p> <p>Motion: to approve revised Consent Agenda Items</p> <p>M/S: Evelyn Ball/Sandi Bell</p> <p>Both Motions carried.</p>

3	<p>3. Report from the Chair</p> <p>The Board received the Chair’s report including an update of her November meeting with the Attorney General to discuss several HRLSC challenges, delayed ability to meet mandate priorities and need to recruit permanent ED.</p>
4	<p>4. Cybersecurity</p> <p>James Kosa (WeirFoulds) and Robert Preduta (Tosamiro) provided the Board with an update on the restoration efforts following the cybersecurity incident, the work Cypfer had done to restore our files, rebuild our system, the results of the forensics report, and the notification plan for HRLSC clients. A list of recommendations were outlined to mitigate any system vulnerabilities going forward.</p>
5	<p>5. Operational Business Plan</p> <p>Approval of the 2024/25 - 2026/27 Operational Business Plan</p> <p>Board members discussed proposed edits after initial review of the draft OPB. An opportunity to provide further feedback was agreed to. Board members were asked to respond to staff December 14th. Final revisions will be completed by December 21st and the OBP submitted to MAG for approval by January 2nd, 2024.</p>
6	<p>6. HRLSC Lawyers Certification</p> <p>Sharmaine provided an update on the Certification of HRLSC lawyers. Members of the proposed bargaining unit voted unanimously to appoint OPSEU as their bargaining agent. Board has two options, negotiate a Voluntary Recognition Agreement (VRA) with OPSEU or face a potential <i>Charter</i> Challenge by the union. The Ministry of the Attorney General has indicated that they have no concerns with HRLSC proceeding to negotiate a VRA. Staff requested the Board’s direction in advance of upcoming meeting with OPSEU. The Board has directed HRLSC staff to obtain a legal opinion outlining the implications of the Board entering a VRA with OPSEU.</p> <p>Motion: to defer the decision on negotiation a VRA until the Board receives and reviews the legal opinion. Staff directed to attend upcoming meetings with Union to obtain more information about the Union’s position.</p> <p>M/S: Patrick Nadjiwan/Mary Joe Freire</p>
7	<p>7. Transition Planning - in camera</p> <p>A Recruitment Committee was struck, chaired by Mary Joe Freire. Other Committee members are Ena Chadha, Sandi Bell, and Martial Moreau.</p>

8	<p>8. Strategic Planning</p> <p>The Board received an update on the Strategic Planning project. In anticipation of an in-person meeting with the Board to review, discuss and proceed with further planning activities, it was recommended that the Board postpone their winter meeting and hold a joint meeting in March to meeting with the consultants.</p>
9	<p>Next Meeting</p> <p>Board discussed holding March 22 and 23 for in person meeting. February 28, 2023 - Board Meeting - Winter Meeting - TBC (see above).</p>
10	<p>Patrick Nadjiwan’ s last Board Meeting</p> <p>The Board expressed their gratitude for Patrick’ s many years of service providing his knowledge and guidance to the Centre.</p>
11	<p>Adjournment at 2:00pm</p> <p>Motion: To adjourn the meeting M/S: Patrick Nadjiwan/Gary Pieters Motion carried.</p>

BN = Briefing Note, **TC** = Teleconference, **LAO**= Legal Aid Ontario, **OPSEU**= Ontario Public Service Employees Union, **M/S** = Moved/Seconded, **HRLSC**= Human Rights Legal Support Centre, **HRTO** = Human Rights Tribunal, **OHRC** = Ontario Human Rights Commission, **MAG** = Ministry of Attorney General, **DAG** = Deputy Attorney General, **ADAG** = Assistant Deputy Attorney General, **CASHRA** = Canadian Association of Statutory Human Rights Agencies, **ED** = Executive Director