

Human Rights Legal Support Centre  
Winter Board of Directors - Meeting Minutes

Date: Tuesday, May 28, 2024  
Time: 5:30 AM – 8:30 PM  
Where: Video Conference (Zoom)

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Chair: Ena Chadha

Vice Chair: Mary Joe Freire

Attendees: Michelle Tan Martial Moreau  
Tamar Witelson Gary Pieters  
Evelyn Ball Sandi Bell  
Remi Warner Stephanie Reyes (minutes)  
Bessie Mavroutsikos Sharon Hughes

Guests: Fay Faraday (SN Management)  
Sonja Nerad (SN Management)  
Toby Young

| Item     | Discussion  |
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| <b>1</b> | <b>Land Acknowledgement and Welcome</b><br><br>Land Acknowledgement by Mary Joe Freire.   |
| <b>2</b> | <b>Consent Agenda Items</b><br><br><b>a)</b> Approval of Year-End Review Board Meeting Agenda<br><b>b)</b> Approval of Minutes of March 23, 2024, Winter Board Meeting<br><b>c)</b> Conflict of Interest Check<br><b>d)</b> Cross Appointee Report<br><b>e)</b> ISOC Update<br><b>f)</b> Judicial Review Report<br><b>g)</b> Case Summaries Update<br><b>h)</b> Administrative Attestation<br><b>i)</b> Financial Attestation<br><br>Board Chair asked board members if they want to flag or remove any items from the Consent Items. No one has flagged anything or requested any removals.<br><br><b>Motion:</b> to approve consent items.<br><b>M/S:</b> Mary Joe Freire / Sandi Bell<br>Motion Carried. |
| <b>3</b> | <b>Report from Chair</b><br><br>a) 2023/24 Operational Business Plan update on MAG proposed edits<br><br>The Board Chair reviewed Robert’s Rules of Order and consulted with HRLSC’s Director of Legal Services about the Board of Directors’ ability to change course by rescinding, amending, or reconsidering a previously approved motion/decision. Director of Legal   |

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|   | <p>Services shared his legal opinion document with Board of Directors for review in advance of the meeting and summarized this opinion and answered questions orally.</p> <p><b>Motion:</b> pursuant to the correspondence received from MAG, the Board of Directors has reviewed the 2023 OBP and rescinds the motion made in December 2022 approving the 2023 OBP and has agreed to make the suggested edits to the 2023 OBP.</p> <p><b>M/S:</b> Evelyn Ball / Sandi Bell<br/>7 votes in favour, 1 abstention.</p> <p><b>Motion carried.</b></p> <p>b) Reappointments</p> <p>The Board Chair and the Vice Chair have both received reappointment letters. Receipt of the submitted reappointment letters have been acknowledged by the AG’s office.</p> <p>c) Update on meetings with Attorney General &amp; Law Foundation of Ontario CEO</p> <p>The Board Chair and Executive Director met with the AG to discuss the Emergency BC. The potential for future LFO funding was also discussed. The Chair subsequently met with LFO CEO and indicated that HRLSC is seeking a large multi-year grant. The ED subsequently followed up and met with the LFO’s Director and Manager of grants to discuss next steps.</p> |
| 4 | <p><b>Finalizing Strategic Plan</b></p> <p>Strategic Planning consultants presented the Board of Directors with HRLSC’s 5-year Strategic Plan.</p> <p><b>Motion:</b> HRLSC to adopt the new 5-year Strategic Plan.</p> <p><b>M/S:</b> Michelle Tan / Martial Moreau</p> <p><b>Motion carried.</b></p>   |
| 5 | <p><b>In-Camera Session – Legal Opinion</b></p>   |
| 6 | <p><b>2024-25 Budget</b></p> <p>The CAO provided a summary of the 2024-25 budget and discussed key highlights.</p> <p><b>Motion:</b> Acceptance of budget summary with a revision that the two headers, “option 1” and “option 2” are mischaracterizations and should be changed to “scenario 1” and “scenario 2” forecasting significant financial pressures for the pay inequities and salary compressions in the case of the HRLSC lawyers.</p> <p><b>M/S:</b> Evelyn Ball / Martial Moreau</p> <p><b>Motion carried.</b></p>  |
| 7 | <p><b>Update from Management</b></p> <p>a) HRLSC Update</p> <ul style="list-style-type: none"> <li>• Legal managers now report to Director of Legal Services instead of Executive Director</li> </ul>   |

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|   | <ul style="list-style-type: none"> <li>• Tentative offer to candidate for Senior Policy position</li> </ul> <p>b) HRTO Update</p> <p>The ED gave a brief update about HRTO's audio recording its hearing starting July 2024.</p> <p>c) Year End Statistics</p> <p>The ED gave a summary of the key highlights from the year end statistics.</p> <p>d) Bargaining Updates</p> <p>The ED gave an update about the bargaining efforts with the lawyers group and non-lawyers OPSEU group.</p> <p>e) Mediation Project &amp; Funding Proposals</p> <p>The ED gave a summary of ongoing funding proposals and grants. The ED is currently in discussions with the LFO grants director and managers about the Catalyst grant application.</p> |
| 8 | <p><b>2024-25 Meetings</b></p> <ul style="list-style-type: none"> <li>• July 23, 2024 –Annual Membership Meeting and Board of Directors Meeting (all day virtual meeting 10:00am – 5:00pm)</li> </ul>   |
| 9 | <p><b>Adjournment</b></p> <p><b>Motion:</b> to adjourn the meeting<br/> <b>M/S:</b> Gary Pieters / Mary Joe Freire<br/> Meeting was adjourned at 9:49 pm.</p>   |

**BN** = Briefing Note, **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, **ED** = Executive Director, **EBC** = Emergency Business Case, **LFO** = Law Foundation of Ontario, **OPB** = Operational Business Plan, **DOJ** = Department of Justice, **VRA** = Voluntary Recognition Agreement