

Human Rights Legal Support Centre

Winter Board Meeting Minutes

Date: February 25, 2025

Time: 10:30 AM – 1:30 PM

Where: Virtual Meeting (Zoom)

Chair: Ena Chadha

Vice Chair: Mary Joe Freire

Attendees: Michelle Tan
Tamar Witelson
Evelyn Ball
Bessie Mavroutsikos

Martial Moreau
Sandi Bell
Remi Warner
Stephanie Reyes (minutes)

Regrets: Gary Pieters

Guests: Toby Young
Natalie Ferrari
Christopher Williams

Ginella Massa
Jamie McGinnis

Item	Discussion
1	Land Acknowledgement Land Acknowledgement by Sandi Bell.
2	Consent Agenda Items <ul style="list-style-type: none"> a) Approval of February 25, 2025, Board of Directors Meeting agenda b) Approval of December 10, 2024, Minutes c) Conflict of Interest Check d) Cross Appointee Report e) Complaints Decision Letter f) Administrative Attestation

	<p>g) Financial Attestation</p> <p>Motion: to approve the consent agenda items. M/S: Tamar Witelson / Mary Joe Freire Motion Carried.</p>
3	<p>Report from the Chair</p> <p>The Chair gave an update about the following items:</p> <ul style="list-style-type: none"> a) Meeting with Greater Toronto Area and Specialty Clinics Management Group (GTASCMG) b) Sandi Bell Reappointment
4	<p>OBP Revisions</p> <p>Remi Warner gave an update about the OBP revisions.</p>
5	<p>MOU</p> <p>Remi Warner and Christopher Williams gave an update about the MOU.</p>
6	<p>Judicial Review Chart Clarification</p> <p>Toby Young clarified some sections in the JR chart.</p>
7	<p>Financial Report, YTD Actuals, and Treasurer Report</p> <p>Bessie Mavroutsikos presented the financial report and YTD actuals. Martial Moreau presented the Treasurer's report.</p> <p>Motion: acceptance of the financial report M/S: Sandi Bell / Michelle Tan Motion carried.</p>
8	<p>HRLSC Compensation Principles</p>

	Remi Warner tabled and presented a draft HRLSC Compensation Philosophy, which was approved by the Board.
9	<p>Board Governance & Policies Update</p> <p>Remi Warner gave an update on behalf of the board governance committee concerning the development of Board governance policies.</p>
10	<p>Management Update</p> <p>Remi Warner gave an update about the following items:</p> <ul style="list-style-type: none"> a) Labour Relations/Bargaining Update b) IT Update c) Grants Update d) Strategic Plan and Launch Update (with Ginella Massa) e) Media Outreach & Website & Social Media Analytics (with Jamie McGinnis and Ginella Massa) **Item deferred from last meeting
7	<p>2025-2026 Meetings</p> <ul style="list-style-type: none"> • May 29, 2025 – Spring Board Meeting
8	<p>In-Camera – Recruitment Committee – Recruitment & Salary Issues</p>
9	<p>Adjournment of February 25, 2025, Meeting</p> <p>Motion: to adjourn the meeting M/S: Mary Joe Freire / Sandi Bell Meeting was adjourned.</p>

M/S = Moved/Seconded, **MOU** = Memorandum of Understanding, **HRLSC** = Human Rights Legal Support Centre, **OBP** = Operational Business Plan, **YTD** = Year-to-date