

Human Rights Legal Support Centre Board of Directors – Meeting Minutes

Date: October 29, 2025

Time: 10:00 AM – 3:00 PM

Where: Virtual Meeting (Zoom)

Chair: Ena Chadha

Vice Chair: Mary Joe Freire

Attendees: Michelle Tan Martial Moreau
Evelyn Ball Toby Young
Bryan Beatty Bessie Mavroutsikos
Stephanie Reyes (minutes)

Regrets: Remi Warner, Tamar Witelson, Gary Pieters, Sandi Bell

Guests: Christopher Williams, Kristie Pagniello, Bonni Titgemeyer, Natalie Ferrari, Dave Chondon

| Item | |
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| 1 | Land Acknowledgement Land Acknowledgement by Ena Chadha. |
| 2 | Consent Agenda Items <ul style="list-style-type: none">a) Approval of October 29, 2025, Board of Directors Meeting Agendab) Approval of August 29, 2025, Board Meeting Minutesc) Conflict of Interest Checkd) Cross-Appointee Reporte) Administrative Attestationf) Financial Attestation |

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| | <p>Motion: to approve the consent agenda items. M/S: Mary Joe Freire / Bryan Beatty Motion Carried.</p> |
| 3 | <p>Chair's Discussion Topics:</p> <ul style="list-style-type: none">a) Introduction of all Board Membersb) Legal Aid Ontario structures |
| 4 | <p>Board-Union Engagement – Guest, Kristie Pagniello, Executive Director of Neighbourhood Legal Services (London and Middlesex)</p> <p>Executive Director Kristie Pagniello, gave a presentation to the board on best practices and mechanisms to support labour relations relationships at Neighbourhood Legal Services (London and Middlesex).</p> |
| 5 | <p>Executive Compensation – Guest, Bonni Titgemeyer, Managing Director of The Employers' Choice Inc.</p> <p>Bonni provided a presentation to the board on executive compensation findings.</p> |
| 6 | <p>In-Office Workplace Policy & Implementation Plan</p> <p>The Legal Director presented HRLSC's In-Office Workplace Policy & Implementation Plan.</p> <p>Motion deferred to allow Legal Director to provide the Board with additional information and documentation over the next 2 weeks. Chair will facilitate over email.</p> |
| 7 | <p>MOU</p> <p>Christopher Williams gave an overview of HRLSC's MOU.</p> |

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| 8 | Management Update In the Executive Director's absence, the Legal Director and the CAO gave updates on the following: a) Collective Bargaining Update b) LFO Strategic Grant Update |
| 9 | 2025-2026 Meetings • December 8, 2025 – 4:30 – 7:30 PM • In-person Spring Meeting TBD |
| 10 | Adjournment of October 29, 2025, Meeting Motion: to adjourn the meeting M/S: Evelyn Ball / Mary Joe Freire Meeting was adjourned. |

M/S = Moved/Seconded, **CAO** = Chief Administrative Officer, **LFO** = Law Foundation of Ontario, **TBD** = To be determined, **ED** = Executive Director