

**Present:** David Pell, President  
 Anthony DiCaita, Secretary-Treasurer  
 Neil Dunsmore, Board Member  
 Lisa Hood, Board Member  
 Cavell Johnson, Board Member  
 Laura McNeilly, Board Member  
 Katharina Markowiak, Vice-President  
 Irene Thompson, Board Member at Large  
 Dana Hardy, Board Member  
 Somkene Igboanugo, New Professional on Board  
 Jibrán Khokhar, Board Member  
 Stacey Rous, Board Member  
 Helen Fishburn, CEO  
 Anna Tersigni Phelan, Director Quality & Risk and Chief Privacy Officer  
 Krista Sibbilin, Director of Services  
 Jeffery Stanlick, Interim Director of Services  
 Heather Eddy, Director People & Culture  
 Barbara Farrell, Director of Finance & Decision Support  
 Alison DeMuy, Director Strategy & Innovation  
 Meredith Gardiner, Director of Services  
**Recorder:** Heather Snider, Team Lead, Administration  
**Regrets:** None

Agenda Item	Discussion and Actions
<b>Board Education Session</b>	Helen Fishburn shared a <a href="#">CMHA WW Update</a> , focusing on current priorities and pressure points. <b>Discussion</b> <ul style="list-style-type: none"> <li>• Here4Healthcare has been embedded into our Here 24/7 intake line and service. We also pair healthcare specialists with private practice, grief therapy and psychiatry as needed.</li> <li>• The IMPACT partnership with University of Guelph Campus Police is for any mental health-related call on campus (e.g., students, faculty). This is currently staffed 4 evenings/week (Thurs – Sun).</li> </ul>
<b>Welcome, Land Acknowledgement &amp; Call to Order</b>	David Pell welcomed new and returning Board members. Helen shared a land acknowledgement, including a pre-recorded prayer and smudge shared with CMHA WW staff by Clarence Cachagee, local Indigenous leader and member of the Chapleau Cree First Nation Bear Clan.
<b>Declarations of Conflict</b>	None declared.
<b>1.0 Approval of Consent Agenda</b>	It was duly <b>MOVED</b> and <b>SECONDED</b> to approve the June 24, 2021 CMHA WW Board minutes (Jibrán Khokhar, Dana Hardy). <b>CARRIED</b> . It was duly <b>MOVED</b> and <b>SECONDED</b> that the consent agenda be approved (Irene Thompson, Jibrán Khokhar). <b>CARRIED</b> .
<b>2.0 September Board Business</b>	<b>Annual Forms – Board of Directors</b> David reviewed the annual forms for Directors. <b>ACTION:</b> Review and sign forms, and send them to Heather Snider. <b>2021-22 CMHA WW Board Goals</b> It was duly <b>MOVED</b> and <b>SECONDED</b> to approve the 2021-22 CMHA WW Board Goals (Irene Thompson, Stacey Rous). <b>CARRIED</b> .

Agenda Item	Discussion and Actions
<p><b>3.0 Governance Committee Report</b></p>	<p>Irene Thompson presented the Governance Committee report.</p> <p><b>2021-22 Board Recruitment</b></p> <p>Earlier this month, the Board approved the election of Neil Dunsmore by email, pending a formal motion at the September Board meeting.</p> <p>It was duly <b>MOVED</b> and <b>SECONDED</b> to approve Neil Dunsmore for full appointment as a member of the Board of Directors for CMHA WW for a term running from September 30, 2021 to June 27, 2024. <b>CARRIED.</b></p> <p><b>2021-22 Board Retreat</b></p> <p>The Board Retreat will take place on October 16, 2021. The agenda includes a Strategic Planning session and time dedicated to the Board’s Justice, Equity, Diversity &amp; Inclusion (JEDI) work.</p> <p><b>Policy Review</b></p> <p>Irene reviewed the Board policy review process. Committees conduct an initial policy review. Policies are then reviewed by the Governance Committee, after which they are presented to the Board for approval.</p> <p>It was duly <b>MOVED</b> and <b>SECONDED</b> to approve the PQRE policy <i>3-005 Ethics</i> as (Jibran Khokhar, Neil Dunsmore). <b>CARRIED.</b></p>
<p><b>4.0 Helen’s Update and Q&amp;A</b></p>	<p><b>Q&amp;A – Helen’s Board Report</b></p> <p>Helen highlighted the following items from her Board report.</p> <p><b>Wait lists</b></p> <p>These continue to grow and we do not have the resources to address these. Helen attends regular meetings with the Ministry to address funding gaps. While we anticipate some upcoming funding, we are also “leaning in” to the fundraising space.</p> <p><b>ACTION:</b> A comprehensive Fund Development update will be shared at the October Board meeting.</p> <p><b>Recruitment &amp; Retention</b></p> <p>We continue to actively recruit psychiatrists for Children’s and Cambridge FACT. Trends include mental health clinicians moving into private practice and improved nursing recruitment, likely due to some nurses wanting to leave hospital environments.</p> <p><b>Justice, Equity, Diversity &amp; Inclusion (JEDI) Work</b></p> <p><b>ACTION:</b> A comprehensive update on CMHA WW JEDI work will be provided to the Board at the October Board meeting.</p> <p><b>IMPACT</b></p> <p>Helen and Jeffery Stanlick, Director of Services (Regional) are working with leaders from equity-seeking groups to address current pressures around our police partnerships. Our CMHA WW Ethicist, Dr. Chris DiCarlo, is working with the IMPACT Team on our position on police involvement in mental health.</p>

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	<p><b>Brief Impact Services – Children’s Services</b></p> <p>The Brief Impact Services model alleviates wait list pressures by offering targeted, team-based services weekly for 10 weeks. Clients who need longer term service are flowed into regular CMHA WW services. As well, some clients are supported to access community services.</p> <p><b>Adverse Events</b></p> <p>We are averaging 4 adverse events per month, which is an increase over pre-pandemic levels. Quality of Care (QCC) reviews have increased.</p> <p><b>Ontario Health Teams (OHTs)</b></p> <p>OHTs continue to balance COVID pressures and recovery, vaccination, mental health &amp; addictions recovery, and ongoing healthcare transformation work.</p> <p><b>Woolwich Building</b></p> <p>We are managing a delay in the construction schedule due to improper placement of a gas line, as well as rising steel costs. This will be offset by coming under budget on some items and the 3M contingency budget. We also have some leeway with lease arrangements at our current sites.</p>
<p><b>5.0 CMHA WW Required COVID-19 Vaccination Policy</b></p>	<p>Helen and Heather Eddy shared the CMHA WW COVID-19 Vaccination Policy. We are implementing a required vaccination policy for all CMHA WW staff, physicians, students, volunteers, Board members and contractors. As of October 18, staff who are not fully vaccinated will take part in an individual support and education plan. The deadline for staff to submit proof of full vaccination is December 15. Staff who are not fully vaccinated by this date may be placed on a non-disciplinary, unpaid leave of absence. Valid medical exemptions will be addressed on an individual basis.</p> <p>We continue to maintain all COVID safety protocols, ensuring staff have safe spaces to work with clients and appropriate physical distancing at all sites.</p> <p>It was duly <b>MOVED</b> and <b>SECONDED</b> that, to meet our legal obligation under the Occupational Health and Safety Act to take all necessary precautions to protect the health and safety of our workforce, the Board fully endorses that all CMHA staff, physicians, board members, students, volunteers and contractors, are required to be fully vaccinated, with the exception of those with legitimate exemptions. This position includes placing staff on an unpaid leave if they do not comply with this policy following a designated period of education, support and consultation. (Laura McNeilly, Neil Dunsmore). <b>CARRIED.</b></p> <p>Board members commended Helen and Senior Leadership on ensuring the safety of staff and clients, while approaching this issue with empathy and compassion.</p>

Agenda Item	Discussion and Actions
<p><b>6.0 Strategic Plan Update</b></p>	<p>Alison DeMuy, Director Strategy and Community Engagement, provided a <a href="#">Strategic Planning</a> update. We will be conducting a “sprint-based process” over 12 to 18 months.</p> <p><b>Next steps include:</b></p> <ul style="list-style-type: none"> <li>• Sprint environmental scan</li> <li>• Strategic foresight engagement with Board and Leadership</li> <li>• Engagement of all staff and clients (including family and peer councils)</li> <li>• Senior Leadership, Leadership and Board workshops to test insights</li> </ul>
<p><b>7.0 In Camera Session</b></p> <p>7:41 pm – 7:55 pm</p>	<p>It was duly <b>MOVED</b> and <b>SECONDED</b> that the Board move into camera (Jibran Khokhar, Neil Dunsmore). <b>CARRIED.</b></p> <ul style="list-style-type: none"> <li>• Ontario Health Team Updates</li> </ul> <p>It was duly <b>MOVED</b> and <b>SECONDED</b> that the Board move out of camera (Katharina Markowiak, Neil Dunsmore). <b>CARRIED.</b></p>
<p><b>8.0 Closing and Debrief</b></p>	<p>It was duly <b>MOVED</b> and <b>SECONDED</b> to adjourn the meeting (Neil Dunsmore, Dana Hardy). <b>CARRIED.</b></p> <p>The meeting was adjourned at 7:56 pm.</p>



David Pell  
President



Anthony DiCaita  
Secretary-Treasurer