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| David Pell, President
Anthony DiCaita, Secretary-Treasurer
Neil Dunsmore, Board Member
Somkene Igboanugo, New Professional on Board
Jibran Khokhar, Board Member
Stacey Rous, Board Member

Helen Fishburn, CEO
Anna Tersigni Phelan, Director Quality & Risk and Chief Privacy Officer | Katharina Markowiak, Vice-President
Irene Thompson, Board Member at Large
Lisa Hood, Board Member
Cavell Johnson, Board Member
Laura McNeilly, Board Member

Heather Eddy, Director People & Culture
Barbara Farrell, Director of Finance & Decision Support
Jeffery Stanlick, Interim Director of Services |
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- Recorder:** Heather Snider, Team Lead, Administration
- Guests:** Aleah Wagner, Manager IMPACT and Mental Health & Justice Services
 Parminder Bharta, Team Lead Here 24/7
- Regrets:** Dana Hardy, Board Member

Agenda Item	Discussion and Actions
Board Education Session – IMPACT Update	<p>Jeffery Stanlick, Director of Services (Regional) and Aleah Wagner, Manager IMPACT and Mental Health & Justice Services presented an update on the CMHA WW Integrated Mobile Police and Crisis Team (IMPACT) Program, which is a partnership with police in our three services areas whereby CMHA WW clinicians attend 911 calls with police.</p> <p>Discussion</p> <ul style="list-style-type: none"> IMPACT staff will follow or accompany clients to the hospital if necessary, and do a “warm hand off” including sharing documentation with appropriate hospital staff and ensuring clients are settled. IMPACT staff provide some direct training to police, as well as indirect training through informal conversations and debriefing with police, which is a meaningful way of sharing knowledge and is facilitated by IMPACT staff working onsite at police dispatches. Board members Jibran Khokhar and Somkene Igboanugo are participating in ethics discussions around the upcoming IMPACT focus groups with equity-seeking communities, police and CMHA WW IMPACT staff. After these sessions take place, we will be planning a larger community town hall. The University of Guelph is very excited about the new partnership with IMPACT, which started October 21. An IMPACT staff is now working evenings Thurs – Sun in collaboration with campus police and student housing staff. This partnership has garnered national attention.
Welcome, Land Acknowledgement & Call to Order	<p>David Pell welcomed Board members.</p> <p>Jibran Khokhar shared a land acknowledgement.</p>
Declarations of Conflict	<p>None declared.</p>

Agenda Item	Discussion and Actions
<p>1.0 Approval of Consent Agenda</p>	<p>It was noted that the Fund Development Update will be presented at the November Board meeting.</p> <p>It was duly MOVED and SECONDED to approve the September 30, 2021 CMHA WW Board minutes (Neil Dunsmore, Lisa Hood). CARRIED.</p> <p>It was duly MOVED and SECONDED that the consent agenda be approved (Irene Thompson, Jibran Khokhar). CARRIED.</p>
<p>2.0 Board Workplan</p>	<p>The Board reviewed the 2021-22 CMHA WW Board Workplan.</p> <p>It was duly MOVED and SECONDED to approve the 2021-22 CMHA WW Board Workplan (Katharina Markowiak, Neil Dunsmore). CARRIED.</p>
<p>3.0 Board Retreat - Debrief</p>	<p>The Board Retreat took place on Saturday, October 16, and included a Strategic Planning Session and a session on Justice, Equity, Diversity & Inclusion (JEDI).</p> <p>It was duly MOVED and SECONDED to approve the October 16, 2021 CMHA WW Board Retreat minutes (Irene Thompson, Laura McNeilly). CARRIED.</p> <p>Discussion</p> <ul style="list-style-type: none"> • The Strategic Planning exercise was useful. The Board would like more information to prepare for future sessions. • The JEDI session allowed for a rich discussion. Moving forward, we will include more experiential work instead of the conventional didactic/lecture style.
<p>4.0 CMHA WW JEDI Update</p>	<p>CMHA WW JEDI Workplan</p> <p>CMHA WW JEDI Committee Co-Chairs Parminder Bharta and Heather Eddy presented a review of CMHA WW Justice, Equity, Diversity & Inclusion (JEDI) work, including the CMHA WW JEDI Workplan.</p> <p>St. Mary's Hospital Board Presentation</p> <p>On October 27, 2021 Jibran Khokhar and Helen Fishburn presented on our Board's JEDI work, followed by a discussion with St. Mary's Hospital Board of Directors. There was recognition that we are all at the very early stages of reconciliation and awareness of this work, and particularly as it relates to governance work.</p> <p>Discussion</p> <ul style="list-style-type: none"> • JEDI Committee work will intentionally inform our strategic planning. • We are considering forming Employee Resource Groups in 2022-23 (a group of volunteer employees who share a common dimension of diversity and who come together to provide support, education or other offerings to the benefit of both the individuals and the employer, as well as considering the CCDI Diversity Meter Survey as a way to measure and report on progress and provide us with new items for consideration). Staff who take part will be able to use regular working hours for this initiative. • It is important to continue measuring efforts as we progress with this work. It can be difficult to measure cultural competence; however, there are some tools available to support this work.

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	<ul style="list-style-type: none"> • An area to explore is our connections with the South Asian populations in our service areas. We do not currently have a South Asian-focused social service agency in Waterloo-Wellington. • It is important to move away from performative JEDI work, and to ensure the spaces where we serve clients and meet with each other are inclusive and welcoming so people from equity-deserving groups feel like they belong. • It is also important to recognize the risk of homogeneity with respect to the racialized voices that we are inviting to the table, i.e., choosing one person to represent the voices of entire communities. <p>David thanked Parminder and Heather for presenting. Jeffery and Heather gave Parminder a “shout out” for her significant contributions to our CMHA WW JEDI work, including our ongoing IMPACT discussions and the Guelph Wellington OHT JEDI work.</p>
<p>5.0 Helen’s Update and Q&A</p>	<p>Q&A – Helen’s Board Report</p> <p>Helen highlighted the following items from her Board report.</p> <p>Woolwich Street Building</p> <p>Helen shared that we have seen some positive, solution-focused developments with Chandos this week. A new Project Manager and Construction Manager have been assigned to our project. Colliers has also recently assigned an experienced Project Manager, who will work extremely closely with the Chandos Project Manager.</p> <p>Additional developments:</p> <ul style="list-style-type: none"> • We have addressed and rectified the soils issue. • Enbridge will be on site next week to address the gas line location issue. • Arlene Dedier and her team will re-calibrate the construction timelines. <p>We will know more about the revised schedule and potential impact on lease agreements in the next week. While construction is more challenging during the winter months, it is possible. As well, we have had favourable responses from our lease holders who have been alerted to the possibility of the need for an extension. We are optimistic and are outlining a path forward.</p> <p>A Globe & Mail article will be published on Saturday re: the non-profit/for-profit partnership with Robert, and how this signifies a new method of healthcare fundraising.</p> <p>Federal Minister for Mental Health & Addictions</p> <p>This week PM Trudeau announced the addition of a Minister for Mental Health & Addictions, Dr. Carolyn Bennett, to the new federal cabinet. This could impact how federal funding flows to the provinces.</p> <p>Helen noted that equal access to the Mental Health & Addictions system is a huge gap provincially. While we are fortunate to have well-organized access to these services locally, across the province this is not the case.</p>

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	<p>Helen has taken part in numerous media interviews about this issue. The key messages are that while this is a positive first step, this cannot be just a symbolic gesture. Mental health needs practice standards and “more space” in the formal health system. At present, mental health & addictions receives only ~5% of the provincial healthcare funding allotted by the federal government.</p> <p>The Board discussed inviting Margaret Eaton, CMHA National CEO, to visit CMHA WW, which fits with the Board goal of increased advocacy.</p> <p>ACTION: Helen has reached out to Margaret Eaton to explore this option.</p> <p>Meeting with Minister Tibollo</p> <p>On October 26 Helen, Jeffery, Mayor Guthrie and Guelph Police Chief Gord Cobey met with Michael Tibollo, Associate Minister of Mental Health and Addictions, to propose the expansion of IMPACT into a 24/7 model. Minister Tibollo was receptive to the request, and also very interested in the IMPACT-University of Guelph partnership.</p> <p>Further, he asked us to submit a funding request to address the gaps and needs in the rest of our Mental Health & Addictions (MH&A) system of care. The Minister does not want to fund IMPACT without also considering funding requirements for additional treatment and recovery parts of our MH&A system, so that folks have somewhere to go after IMPACT. Helen will be asking members of the Waterloo Wellington MH&A Recovery Table to work on this request, and CMHA ON will also provide support.</p>
<p>6.0 In Camera Session</p> <p>7:23 – 7:34 pm</p>	<p>It was duly MOVED and SECONDED that the Board move into camera (Neil Dunsmore, Irene Thompson). CARRIED.</p> <ul style="list-style-type: none"> • Review of previous in camera minutes <p>It was duly MOVED and SECONDED that the Board move out of camera (Neil Dunsmore, Jibran Khokhar). CARRIED.</p>
<p>7.0 Closing and Debrief</p>	<p>It was duly MOVED and SECONDED to adjourn the meeting (Neil Dunsmore, Katharina Markowiak). CARRIED.</p> <p>The meeting was adjourned at 7:35 pm.</p>



David Pell
President



Anthony DiCaita
Secretary-Treasurer