

- Present:** David Pell, President
 Anthony DiCaita, Secretary-Treasurer
 Neil Dunsmore, Board Member
 Lisa Hood, Board Member
 Jibrán Khokhar, Board Member
 Stacey Rous, Board Member

 Helen Fishburn, CEO
 Anna Tersigni Phelan, Director Quality & Risk and Chief Privacy Officer
 Jeff Stanlick, Director of Services

 Katharina Markowiak, Vice-President
 Irene Thompson, Board Member at Large
 Dana Hardy, Board Member
 Somkene Igboanugo, New Professional on Board
 Laura McNeilly, Board Member

 Heather Eddy, Director People & Culture
 Meredith Gardiner, Director of Services
 Krista Sibbilin, Director of Services
- Recorder:** Heather Snider, Team Lead, Administration
- Regrets:** Cavell Johnson, Board Member

Agenda Item	Discussion and Actions
1.0 Welcome, Land Acknowledgement & Call to Order	David Pell welcomed Board members. Lisa Hood shared a land acknowledgement.
2.0 Declarations of Conflict	None declared.
3.0 Approval of Consent Agenda	It was duly MOVED and SECONDED to approve the November 25, 2021 CMHA WW Board minutes (Lisa Hood, Jibrán Khokhar). CARRIED . It was duly MOVED and SECONDED that the consent agenda be approved (Lisa Hood, Jibrán Khokhar). CARRIED .
4.0 Board Business	<p>Guelph-Wellington ACES & Resilience Training for Board Members</p> <p>CMHA WW is a partner in the Guelph-Wellington ACES Coalition, and the Board has been invited to participate in a pilot training on ACES & Resilience.</p> <p>ACTION: Heather Snider will forward the training information.</p> <p>Strategic Planning Update</p> <p>Strategic Planning work has been delayed due to CMHA WW’s pandemic response. Senior Leadership has a Strategic Planning Session on February 28, 2022, and the Board will participate in a session following that.</p> <p>ACTION: Heather Snider will poll the Board for dates.</p> <p>Board Recruitment Update</p> <p>Katharina Markowiak will contact each Board member in February re: their intentions for the 2022-23 Board year, including a discussion re: committee membership. Once this is completed, the Governance Committee will move forward with our annual recruitment process.</p>

Agenda Item	Discussion and Actions
<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>COVID</p> <p>January was a very busy month in mental health, with the Omicron wave as well as the usual increase in mental health concerns at this time of year.</p> <p>We continue to be in “pandemic response mode.” We have extended our three-office hub model to at least the week of February 21, which allows us to accommodate staff who are home due to school closures and self-isolation. We are focusing on flexibility for staff, particularly because staff exhaustion is at an all-time high. Leadership is working with the Culture Club to build more staff wellness into the work week.</p> <p>The health system tables continue to highlight staffing shortages/absences as a major challenge.</p> <p>Holiday Fundraising Campaign</p> <p>The holiday campaign was very successful, raising over \$72K. Beth King, Manager Fund Development, has been connecting with donors throughout January.</p> <p>Shift Your Mind</p> <p>Alison DeMuy, Director Strategy & Community Engagement will begin her work with Shift Your Mind on Feb 1, 2022. Meredith Gardiner, Director Adult Services will be taking on the system transformation work, and we are posting internally for a Senior Manager of Adult Services.</p> <p>Bell Let’s Talk Day – Jan 26, 2022</p> <p>CMHA WW ran a large social media campaign, had many media engagements, and held numerous webinars, including a Finding the Balance webinar.</p> <p>Recruitment</p> <p>We continue to actively recruit for psychiatry and have some promising leads in Child Psychiatry and Adult Psychiatry (KW FACT). While we have hired internationally for psychiatry in the past, we typically focus on local/Canadian hires for our staff.</p> <p>We are working with Ontario Health Teams (OHTs) re: general recruitment for our service areas. Wage discrepancies, particularly in nursing, have been highlighted and are being reviewed at the OHT tables.</p> <p>PPE Shortage</p> <p>Lack of N95 availability and fit testing capacity are causing challenges. We are working through this and now have over 100 staff fit tested. We are prioritizing service areas based on clients with highest need from a risk perspective. Hospitals do not provide N95s or fit testing for our staff who conduct hospital assessments, and we have had to temporarily shift to virtual assessments in the rural hospitals.</p> <p>The Return to Office Team meets weekly to address these issues.</p>

Agenda Item	Discussion and Actions
	<p>eHealth – Single Health Information Custodian (HIC)</p> <p>The Guelph-Wellington OHT Steering Committee approved a proposal to bring all partner agencies under a single HIC to allow for improved data analysis, waitlist sharing, and seamless data transfer across the healthcare system. This HIC would be hosted by primary care.</p> <p>We recently learned through the findings of the OHT Privacy & Security Legal Consultant that becoming a partner in a single HIC requires CMHA WW to relinquish custodianship of data. This is not feasible for CMHA WW as we belong to three OHTs and have regional mental health and addictions programs outside of the three geographical OHTs. The Guelph-Wellington OHT is now reviewing options to achieve the same results without CMHA WW losing transfer of data ownership. The anticipated outcome is a collaborative and/or alliance that allows members to maintain data integrity while sharing data for our shared clients/patients.</p> <p>Direct Program Expenses</p> <p>There is a \$751K variance in unbudgeted Grove expenses, as there were no revenue or expense budgeted for this program in the 2021/2022 Budget. The Grove expenses include start-up costs and expenses shared with community partners. The offsetting funding comes from donations and Ministry operation funding. This is provided to operate at all hub sites regardless of all sites being open. At present, only 3 sites are open; however, we are hiring for specific roles for the remaining sites, which will open during 2022.</p> <p>IMPACT – Justice, Equity, Diversity & Inclusion (JEDI) Work</p> <p>The momentum has continued in our JEDI work re: mental health and policing. Sarah Halabi, CMHA WW JEDI Lead, has joined this work and is critical to moving it forward, including creating a literature review. Sarah and CMHA WW Ethicist Dr. DiCarlo are working with equity-deserving communities, IMPACT staff and police. We are holding an Ethics Forum in the coming months.</p> <p>Jeff Stanlick, Director of Services, thanked Board members Jibran Khokhar and Somkene Igboanugo for joining meetings and providing valuable insight.</p>
<p>6.0 In Camera Session 6:41 – 6:55 pm</p>	<p>It was duly MOVED and SECONDED that the Board move into camera (Katharina Markowiak, Neil Dunsmore). CARRIED.</p> <ul style="list-style-type: none"> • Report re: CEO Performance Review <p>It was duly MOVED and SECONDED that the Board move out of camera (Neil Dunsmore, Dana Hardy). CARRIED.</p>
<p>7.0 Closing and Debrief</p>	<p>It was duly MOVED and SECONDED to adjourn the meeting (Neil Dunsmore, Dana Hardy). CARRIED.</p> <p>The meeting was adjourned at 6:55 pm.</p>



David Pell, President



Anthony DiCaita, Secretary-Treasurer