

- Present:**
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| David Pell, President | Katharina Markowiak, Vice-President |
| Irene Thompson, Board Member at Large | Neil Dunsmore, Board Member |
| Dana Hardy, Board Member | Lisa Hood, Board Member |
| Somkene Igboanugo, New Professional on Board | Laura McNeilly, Board Member |
| Jibran Khokhar, Board Member | Stacey Rous, Board Member |
| Helen Fishburn, CEO | Alison DeMuy, Director Strategy & Innovation |
| Heather Eddy, Director People & Culture | Barbara Farrell, Director of Finance |
| Meredith Gardiner, Director of Services | Jeff Stanlick, Director of Services |
- Recorder:** Heather Snider, Team Lead, Administration
- Guests:** Sarah Halabi, CMHA WW JEDI Lead
Ted Jarvis, President Flow Marketing
- Regrets:** Anthony DiCaitya, Secretary-Treasurer

Agenda Item	Discussion and Actions
<p>Board Education Session</p>	<p>Sarah Halabi presented an update on CMHA WW Justice, Equity, Diversity and Inclusion (JEDI) work, including accomplishments to date and our current focus.</p> <p>Accomplishments to date include:</p> <ul style="list-style-type: none"> • Collecting data to improve services – we will compare this data with regional demographics • Healing Circles – support healing and community building • Reviewing hiring practices <p>Planned work includes:</p> <ul style="list-style-type: none"> • Benchmarks & Assessment • Reporting mechanism for clients/staff who experience social oppression • Developing curriculums catered to mental health care • Employee resource group <p>Discussion Highlights</p> <ul style="list-style-type: none"> • Diversity is an end goal, and Justice, Equity and Inclusion are the frameworks of how we reach that end goal. • The CMHA WW Strategic Plan is rooted in justice, equity and inclusion principles. • Sarah noted that the Toronto District School Board has taken their EDI work very seriously and have a very good policy on EDI and Anti-Racism. • Much of the generally accepted quantitative research in mental health is based on a Eurocentric model. How are we as an organization addressing the biases that are presented by currently accepted “evidence-based practice”? Sarah noted that other knowledge which takes a decolonizing perspective is currently being legitimized as well. • Senior Leadership members shared that Sarah has been a valued resource for CMHA WW teams as we approach various situations, e.g., language in our service playbooks. At our internal JEDI Committee meetings, Sarah creates a very welcoming and inclusive environment for all.

Agenda Item	Discussion and Actions
1.0 Welcome; Land Acknowledgement; Call to Order; Declaration of Conflict	David Pell welcomed Board members and guests. Alison DeMuy shared a land acknowledgement. No conflicts were declared.
2.0 Shift Your Mind Update	Alison DeMuy and Ted Jarvis provided an update on the Shift Your Mind workplace wellness program. The program offers weekly, 45-min sessions over 8 weeks. Sessions include mental health education (Steps to Resilience) and light exercise. It was noted that the program is not intended as therapeutic delivery of care. Highlights: <ul style="list-style-type: none"> • We recently joined our Mental Health Education & Promotion, Fundraising and Communications teams into one team. One focus is on workplace wellness, including psychological health and safety consultations (audits), education on compassion fatigue, and Shift Your Mind. • Organizations across all sectors are sharing that employees are increasingly experiencing stress and burnout. As well, Human Resources and management have been dealing with increasing workplace wellness issues through the pandemic. • Alison shared sales to date and projections for 2022. • Program content was vetted through the CMHA WW Mental Health Education & Promotion team. It was noted that the program would benefit from a review from a JEDI perspective, to ensure it is culturally competent and to consider how the language could be interpreted/experienced by the BIPOC community. The program is currently geared towards workplaces as a whole. Future plans include: <ul style="list-style-type: none"> • Tailoring the program specifically to management, or a “2.0 version” for those who have already graduated. • Considering opportunities for small businesses and students. • Considering how we can incorporate this into Shoppers Run for Women.
3.0 Strategic Plan Refresh	Alison DeMuy presented the revised 2022-24 CMHA WW Strategic Plan Refresh, and the Board provided feedback. We have had many stakeholder groups provide feedback, including the Board and our CMHA WW JEDI Committee. Helen noted that each of our OHTs is currently undergoing this process as well, and this plan aligns well with and complements these plans. It was duly MOVED and SECONDED to approve the 2022-24 CMHA WW Strategic Plan Refresh (Neil Dunsmore, Irene Thompson). CARRIED.
4.0 Approval of Consent Agenda	It was duly MOVED and SECONDED to approve the April 28, 2022 CMHA WW Board minutes (Neil Dunsmore, Lisa Hood). CARRIED. It was duly MOVED and SECONDED that the consent agenda be approved (Neil Dunsmore, Lisa Hood). CARRIED.

Agenda Item	Discussion and Actions
<p>5.0 Resources Committee Report</p>	<p>Neil Dunsmore presented the Resources Committee report.</p> <p>Barbara Farrell provided a brief overview of the 2021-22 audit, including feedback from KPMG Auditors.</p> <ul style="list-style-type: none"> • This was a clean audit. No concerns were presented re: fraud and there were no observations. • There was one outstanding uncorrected adjustment related to severance where CMHA WW accrued at Common Law and, per audit standards and KPMG, only Employee Standard Agreement should be accrued. This will remain uncorrected. • Balance sheet – 1:1 for current liabilities being covered by current assets. The reduction in cash is driven by the addition in pre-paids (pre-paid rent for Woolwich) as well as a decrease in accounts payable related to the payment in August 2021 for the settlement of the union contract. • Commitments are all related to rent and include renting the new Woolwich building as of March 2023. • Income – there is a surplus of \$161K related to fundraising which can be used in future years. • CMHA WW utilized all LHIN and Children’s funding apart from some COVID-specific spending that has been deferred to 2022/2023. There has been a return of funds related to client-specific funding through the Children’s Ministry. <p>It was duly MOVED and SECONDED that the 2021-22 Audited Financial Statements be approved and presented to Members at the June 23, 2022 Annual General Meeting (Stacey Rous, Neil Dunsmore). CARRIED.</p> <p>Senior Leadership has been monitoring mileage allowance over the last number of months in light of increasing gas prices. We have also done a scan of our system partners re: current mileage reimbursement.</p> <p>It was duly MOVED and SECONDED that the that the proposed mileage rate increase to \$0.58/km be approved, effective June 1, 2022 (Stacey Rous, Neil Dunsmore). CARRIED.</p>
<p>6.0 Governance Committee Report</p>	<p>Irene summarized the proposed slate for 2022-23 Board members. The following recommendations will be made:</p> <ul style="list-style-type: none"> • Somkene Igboanugo as a Board member • Julia Goyal – New Professional on Board. Julia joined the Governance Committee in 2021 as a Community Committee Member. <p>Upcoming Governance Committee Work:</p> <ul style="list-style-type: none"> • The annual Board Evaluation survey will be sent early next week, and feedback will be reviewed at the June Governance Committee meeting. We will also send an evaluation survey to Community Committee members. • Over the summer months we will recruit for committee members; two Community Committee Members are not continuing next year. • Helen’s CEO Goals have been updated and reviewed by the Committee. David and Kathy will meet with Helen in June to follow up.

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7.0 Board Policy Approval	<p>The following policy was updated by the Performance, Quality, Risk & Ethics Committee and forwarded by the Governance Committee for Board approval:</p> <ul style="list-style-type: none"> • PQRE 3-004 Risk Management <p>It was duly MOVED and SECONDED to approve the above-noted policy, as presented (Irene Thompson, Laura McNeilly). CARRIED.</p>
8.0 Helen’s Update and Q&A	<p>Q&A – Helen’s Board Report</p> <p>Helen highlighted the following items from her Board report.</p> <p>Temporary Retention Incentive for Nurses (TRIN)</p> <ul style="list-style-type: none"> • While many CMHA WW nurses are eligible for the TRIN, those staff who are nurses but work in non-designated nursing roles are not. We have advocated for these staff with the Ministry and are awaiting a reply. We have been meeting with affected staff and are keeping them apprised of our advocacy. <p>Woolwich Building</p> <ul style="list-style-type: none"> • The Crane Operators strike has been resolved and we are hopeful that the Carpenters strike will be resolved as of tomorrow. Although Chandos has mitigated labour disruptions, this has caused minor delays in the timeline. • Helen met with Vesterra’s lawyer as we are preparing for adjudication re: the dispute about cost responsibilities for delays at the beginning of the project. Helen also had a detailed conversation with the Chandos CEO this week. • Jeff Christy, Colliers, has tendered his resignation. Robert Balicsak, Senior Project Manager, will replace Jeff and will join the team in August. <p>Shoppers Run for Women</p> <ul style="list-style-type: none"> • The May 15 event was extremely successful. We had approximately 900 participants, and raised \$115K (funds continue to come in). Helen thanked all Board members who were able to participate and support the event. <p>Community Struggles</p> <ul style="list-style-type: none"> • Helen noted the high level of unrest in the community, which is compounded by recent tragic events, e.g., mass shooting in the United States. We have rolled out a social media push, encouraging the community to connect with us, and each other. <p>IT Update</p> <ul style="list-style-type: none"> • Anna and Barbara are working with the IT Team to manage ongoing projects, with the support of our IT consultants. <p>E-referrals</p> <ul style="list-style-type: none"> • Next week we are going live with E-Referrals for Here 24/7, via the Ocean E-referral network. This allows healthcare providers to securely send electronic referrals in real time, and will create efficiencies for both CMHA WW and primary care physicians. <p>The Grove</p> <ul style="list-style-type: none"> • The Grove is growing quickly, and is in the process of finalizing its Corporate status. CMHA WW will remain a core support; we will develop strong MOUs re: CMHA WW involvement and cost implications.

Agenda Item	Discussion and Actions
	<p>All Staff Meeting</p> <ul style="list-style-type: none"> We are holding an in person all staff meeting on June 15, to share stories of impact and celebrate our Staff Awards and Years of Service Recognition.
<p>9.0 Meeting without Management 7:53 – 8:03 pm</p>	<p>It was duly MOVED and SECONDED that the Board move into camera (Jibran Khokhar, Neil Dunsmore). CARRIED.</p> <ul style="list-style-type: none"> Regularly scheduled bi-annual meeting without management, as per Board workplan.
<p>10.0 Closing and Debrief</p>	<p>The meeting was adjourned at 8:03 pm.</p>



David Pell, President



Anthony DiCaia, Secretary Treasurer