



BOARD OF DIRECTORS MEETING

MINUTES

November 23, 2020

5:02 p.m. – 6:46 p.m.

Zoom virtual meeting due to COVID

Attendees: Antonietta (Toni) Kovach, Vice Chair
Jacqueline (Jackie) Bajus
Rosaline Dean
Konstantine Ketsetzis
Deborah Lancaster
Claudette Mikelsons
Samidha Singhal
Arthur Smith
John Spatazzo
Father David Wilhelm

Recorder: Gail Gray, Staff

Regrets: Melissa Button
David Hennick, Chair
Ian Preyra
Gary Warner

Staff: Rocco Gizzarelli, Executive Director
Karen Perry, Director of Finance
Donna Zan, Director of Child Welfare Services
Crystal McPhee, Interim Human Resources Manager
Marlene Dei-Amoah, Service Director – Diversity, Inclusivity, Equity
Trevor Allen, Service Director - Protection
Julie Horning, Service Director – Children's Services

Guests: Elaine Pilgrim, Program Supervisor, Ministry of Children, Community and Social Services
Courtney Hall, Supervisor of Quality Assurance

| Item | Description |
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| 1.0 | CALL TO ORDER The Vice Chair declared a quorum and called the meeting to order at 5:02 p.m. |
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| 1.1 | <u>Prayer</u> Deborah Lancaster read a reflection to open the meeting. |
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Julie Horning, Service Director, Children's Services – Acknowledgement

The Vice Chair acknowledged the outstanding contributions and dedicated service of Ms. Julie Horning, Service Director of Children's Services in recognition of her upcoming retirement at years-end.

| Item | Description |
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| 1.2 | <u>Equity Placement</u> The Vice Chair reviewed the Equity Lens that the Board of Directors will use in guiding its decisions as a board. |
| 1.3 | <u>Review and Approval of Agenda</u> The Agenda was approved as presented. |
| 2.0 | DECLARATION OF CONFLICT OF INTEREST There were no conflicts of interest declared. |
| 3.0 | REVIEW AND APPROVAL OF MINUTES |
| 3.1 | The Minutes of the October 26, 2020 Board of Director Meeting were approved as presented. |
| 4.0 | PRESENTATIONS |
| 4.1 | <u>Identity-Based Data Collection</u> The Quality Assurance Supervisor provided a presentation on Identity-Based Data collection. The presentation addressed the type and reasons for identity-based data collection. Data was provided with respect to the overrepresentation of children and youth from the racialized, and First Nations, Métis and Inuit communities. |
| 4.2 | <u>Cessation of Birth Alerts Directive Update</u> The Service Director of Protection reported that the Society has met the directive in ceasing birth alerts by the Ministry's deadline of October 15, 2020 and reviewed the details on initiatives and steps taken to this end. |
| 5.0 | CONSENT AGENDA |
| 5.1 | Nov. 11, 2020 Governance Committee Minutes |
| 5.2 | Nov. 10, 2020 Youth Advisory Committee Minutes |
| 5.3 | Article re Pressure Mounts on TCSB to Release Report on Trustee |
| 5.4 | Article re Inequities & Structural Racism at Peel CAS |
| 5.5 | October 2020 Board to Board Report |
| 5.6 | Human Trafficking Presentation |
| 5.7 | OACAS Social Services Needs Study |
| 5.8 | Wilfred Laurier University's Social Work Student Appointed to Premier's Council on Equality of Opportunity |
| 5.9 | CAC-VAW Year-end Reporting 2019-20 |
| 5.10 | Ontario Addressing Allegations of Racism & Harassment at York CAS |
| 5.11 | CCASH Glossary of Terms and Acronyms |

| Item | Description |
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| | <p>On motion by Konstantine Ketsetzis and seconded by Rosaline Dean it was resolved THAT: The Consent items are approved as presented. CARRIED</p> |
| 6.0 | COMMITTEE REPORTS |
| 6.1 | <p><u>Governance Committee Report</u> The Committee Chair provided the following highlights from their November meeting:</p> <ul style="list-style-type: none">• Holding an ad hoc sub-committee meeting for the development of an <i>Equity Statement</i>, which will be brought before the board for in-depth discussion; final statement required before the Annual General Meeting.• A formal statement is in development regarding an <i>Apology and Commitment</i> to the Indigenous community and service recipients; which will be brought before the board for discussion. |
| 6.1.1 | <p><u>4.1.1 Service Recipient Focused Policy</u> On motion by Jackie Bajus and seconded by Deborah Lancaster it was resolved THAT: The Board approves the 4.1.1 Service Recipient Focused Policy to stand as presented, with no revisions being required. CARRIED</p> |
| 6.1.2 | <p><u>4.1.2 Stakeholders Policy</u> On motion by Jackie Bajus and seconded by John Spatazzo it was resolved THAT: The Board approves the 4.1.2 Stakeholders Relations Policy, as amended. MOTION WITHDRAWN BY JACKIE BAJUS</p> <p>On motion by Konstantine Ketsetzis and seconded by Father David Wilhelm it was resolved THAT: The Board recommends the Governance Committee review the third paragraph regarding what constitutes “confidential matters for closed meetings” in the 4.1.2 Stakeholders Relations Policy; and then bring forth to the Board with recommendations. CARRIED</p> |
| 6.2 | <p><u>Youth Advisory Committee Report</u> The Committee Chair provided a brief synopsis stemming from their November meeting and as further detailed in item 5.2 Youth Advisory Minutes.</p> |

| Item | Description |
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| 7.0 | FINANCE |
| 7.1 | <u>Statement of Operations</u> The Finance Director reviewed the agency's May 1 – October 31, 2020 statement of operations. |
| 7.2 | <u>Attestation</u> The Finance Director read the Attestation for October 2020. |
| 8.0 | CHAIRMAN'S REPORT The Chair reported on the following: <ul style="list-style-type: none">On Nov. 19, 2020, distinguished board member Dr. Gary Warner received an honorary degree from McMaster University.The Board was approached by McMaster University to have approximately six students from their course, <i>Board and Staff Responsibilities</i> (SOC SCI 2BR3E), observe an upcoming board meeting. All in favour to accept this delegation request for the February board meeting.October 2020 Board Presidents Webinar – main focus continues to be on reconciliation and equity initiatives within child welfare. |
| 9.0 | REPORT OF THE EXECUTIVE DIRECTOR On motion by Konstantine Ketsetzis and seconded by Father David Wilhelm it was resolved THAT: The Board receive the Executive Director's Report for November 2020. CARRIED The Executive Director provided the following highlights from his report: <ul style="list-style-type: none">Hired consultant Tanner Consulting Group to perform an equity review on the agency; report to Board will be in the spring 2021.CBC's <i>The Fifth Estate</i> program on Outside Paid Resources is expected to air on Dec. 7. |
| 9.1 | <u>COVID-19 Update</u> The Executive Director highlighted the tremendous proactive work of the Director of Child Welfare Services, and the Service Directors for preparing a staff redeployment plan in response to the high number of provincially reported COVID-19 cases. |

| Item | Description |
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| 9.2 | <u>Risk Management Briefing Note</u> The Executive Director provided a briefing note as part of the requirement of the Board 3.2.2 <i>Principal Risks Policy</i> , and a more fulsome report will be brought before the Board in 2021. |
| 9.3 | <u>CYFSA Sector Accountability Placemat</u> The Executive Director provided a copy of the Ministry's placement which details the amount of agency oversight and accountability around the children's aid society sector as a whole, in response to questions stemming from the September Quality Assurance and Risk Management Committee meeting. |
| 9.4 | <u>Child Welfare Re-design Briefing Note</u> The Executive Director reported his briefing note details the background on child welfare design; the government's request for societies to identify their strategic service approaches for potential prototype projects; the engagement of community partners; and some of the early work that is underway at the agency. The three critical questions for the Board to reflect on and consider for strategic direction were reviewed. |
| 10.0 | MINISTRY UPDATES |
| 10.1 | <u>Child Welfare Redesign</u> The Ministry Program Supervisor provided an overview of the Ministry's child welfare redesign and spoke specifically to the context, goals and scope of the strategy, including the <i>Distinct Indigenous Approach</i> with their own specific five pillars, along with the five pillars of the placemat where boards will play a key part in the engagement process. |
| 11.0 | ADJOURNMENT The Chair adjourned the meeting at 6:46 p.m. |



Antonietta (Toni) Kovach, Vice Chair



Gail Gray, Recording Secretary