

## **SRCHC BOARD OF DIRECTORS' MEETING**

### **Meeting Minutes**

**February 20, 2025**

**Present:** P. Berger, R. Ho, M. Cheng, N. Hariharan, E. Speicher, R. Pradhan, B. Bereket, A. Hamidian, A. Simard, R. John

**Staff:** S. Wiens, K. Foley, G. Thorpe, R. Merritt, S. Puri (recorder), K. Bataa (recorder)

**Regrets:** E. Hill

#### **1.1-1.4 Welcome, Conflict of Interest, Confidentiality, Code of Conduct**

R. Ho chaired the meeting in the absence of E. Hill.

The Chair welcomed the Board and reminded Directors of Code of Conduct & Confidentiality.

R. Merritt and K. Foley will join the Board meetings on a regular basis moving forward.

The Land Acknowledgement video was shared.

#### **1.5 Confirmation of Quorum and Approval of Agenda**

The in-camera portion was removed from tonight's meeting in the interest of time.

#### **MOTION TO APPROVE THE AGENDA**

**(1) A. SIMARD**

**(2) R. PRADHAN**

**CARRIED**

#### **2.0 Communication & Counsel**

##### **2.1 CEO Priorities**

The CEO shared her operational leadership vision and priorities for the next 12-18 months. Priorities reflect the collaborative work between the CEO and leadership team, as well as the CEO Performance Appraisal Committee. The Board is invited to reach out to the Executive if they have questions or suggestions regarding CEO priorities.

The CEO will provide the Board with the number of donations received by SRCHC in the past year.

##### **2.2 Staff Engagement Survey**

G. Thorpe reviewed the results and actionable items from SRCHC's 2024 Employee Engagement Survey as outlined in the presentation in the Board package

The Joint Occupational Health and Safety committee will begin conducting work on psychological safety among employees. The goal is to ensure that employees feel more

confident in speaking up. The leadership team will begin conversations around opportunities to build trust among staff.

## **2.3 Data to Inform Quality Care & Operational Decisions**

R. Merritt provided a detailed overview of the work of the IT/IM teams and how they tie in with the organization's strategic directions. The primary focus of this work is to explore how data can be leveraged to inform quality care and operational decisions, as well as strengthen SRCHC's communications and community engagement plan.

## **2.4 CEO Report**

The CEO expanded on her written report by providing three additional key highlights.

- 1) We still do not have approval of budget for the HART Hubs, and it is expected to be ready to operate April 1<sup>st</sup>. The operating budget will not be approved until after the cabinet is back in sitting, which means we will likely find out the last week of March. We have been asked to submit our start-up budgets again, as well as continuity of care plans for our CTS clients.
- 2) There is a misconception among harm reduction advocates and service users that harm reduction services across the city of Toronto are closing. A statement has been drafted and will be signed by organizations that provide harm reduction service in Toronto. The statement will be released as soon as the election is over to provide a clear message that our harm reduction services will continue.
- 3) Starting next week, SRCHC will be doing a social media campaign around "Make the Right Call", which is part of the wind-down plan for KeepSix and is coming out of the CLC Communications plan to the community. The artwork was developed in consultation with clients at Moss Park and KeepSix as well as the CLC.

The Board provided positive feedback on the new format of the CEO report.

## **3.0 Committees and Workgroups**

### **3.1 Nominations**

The Nominations Chair highlighted upcoming major events outlined in the nomination's timeline. The outreach flyer will be ready to distribute early next week. The Committee's targeted recruitment plan involves staff distribution of flyers in respective parts of the catchment, particularly Harmony Hall. Board members have shared to the CEO individuals that they know who may be interested and a good fit. The CEO will also be calling individuals interested last year from priority areas to see if they are available and still interested.

### **3.3 Audit**

#### **a) Approve Terms of Reference – Audit Committee**

The Audit Committee met, reviewed, and approved the Audit plan.

The Audit terms of reference recommends one meeting in which an in-camera session is held without staff present. Given that this was determined as best practice from an audit perspective, an in-camera session will be implemented at the next Audit Committee meeting.

#### **MOTION TO APPROVE THE AUDIT TERMS OF REFERENCE AND ITS REVISIONS**

**1) P. BERGER**

**2) A. SIMARD**

**CARRIED**

#### **3.6 Alliance (G2G)**

The Board Networking Webinar focused on HHR crisis, funding for primary care service providers, and Black health equity. M. Cheng will watch the recording and provide an email update on what occurred during the webinar.

#### **3.7 Anti- Black Racism Workgroup**

The Anti-Black Racism workgroup met and reviewed the terms of reference and anti-black racism policy. Discussion centered on the need to ensure that decisions are informed by Black community members and leaders. The group will be focusing on developing a framework to assess the ongoing work of the workgroup.

Board members will be canvassed on the completion of Toronto Academic Health Science Network's (TAHSN) anti-Black racism training. The training will be set up on iLearn for those who have not completed it.

It was recommended for the workgroup to consider renaming from 'Dismantling Anti-Black Racism Workgroup' to 'Anti-Black Racism Workgroup' to avoid confusion.

#### **MOTION TO APPROVE THE ANTI-BLACK RACISM TERMS OF REFERENCE AND ITS REVISIONS**

**1) A. HAMIDIAN**

**2) E. SPEICHER**

**CARRIED**

#### **MOTION TO APPROVE THE ANTI-BLACK RACISM POLICY**

**1) A. HAMIDIAN**

**2) R. PRADHAN**

**CARRIED**

#### **4.0 Financial and Funding Motions**

**MOTION TO ACCEPT ONE-TIME FUNDS OF \$120,000 FROM THE MINISTRY OF HEALTH FOR THE TERM 2024-25 TO SUPPORT THE WIND-DOWN OF CONSUMPTION AND TREATMENT SERVICES AT 955 QUEEN STREET EAST, TORONTO, ONTARIO.**

1) A. HAMIDIAN                      2) A. SIMARD                      CARRIED

**MOTION TO ACCEPT THE INCREASE IN FUNDING FROM THE MINISTRY OF HEALTH FROM \$113,295 IN 2023-24 TO \$133,295 IN 2024-25 TO SUPPORT SOUTH RIVERDALE COMMUNITY HEALTH CENTRE'S PRIMARY CARE ASTHMA PROGRAM (PCAP).**

1) N. HARIHARAN                      2) E. SPEICHER                      CARRIED

## **5.0      Consent Agenda**

The spelling of 'indigenous' in the January 23 2025 Board meeting minutes is to be corrected.

**MOTION TO APPROVE CONSENT AGENDA**

1) A. HAMIDIAN                      2) E. SPEICHER                      CARRIED

## **6.0      Monitoring Reports Not In Consent Agenda**

### **6.1 Financial Condition (October - December)**

#### **a) 4.10 Financial Condition**

The surplus in CTS is largely due to adjustments in staffing and positions. The surplus in SOS is because the program is winding down. The variances in the report are consistent, with the exception of the CTS and SOS surplus.

**MOTION TO APPROVE 4.10 FINANCIAL CONDITION MONITORING REPORT AND ACKNOWLEDGE THE NOTED VARIANCES**

1) A. HAMIDIAN                      2) A. SIMARD                      CARRIED

## **7.0      Community Feedback**

Feedback received in December were mostly from the same group of individuals, and were focused on the issue of a legal case related to a former employee.

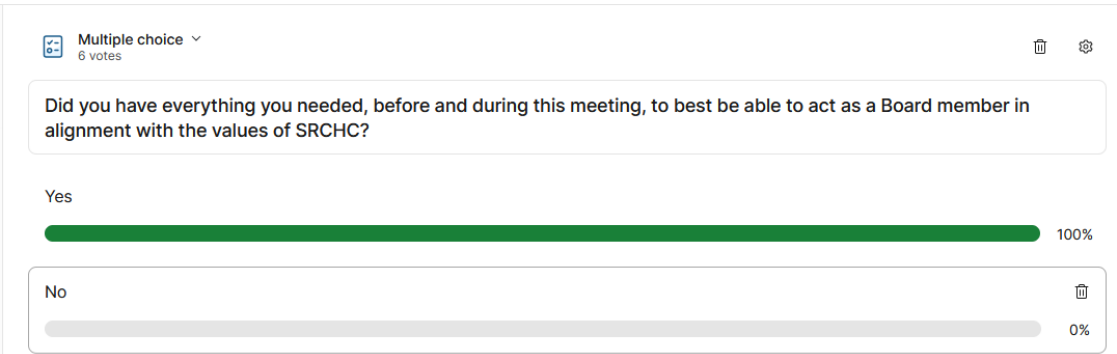
## **8.0      In-Camera Minutes**

**MOTION TO APPROVE IN-CAMERA MINUTES FROM JANUARY 23 2025**

(1) A. HAMIDIAN                      (2) E. SPEICHER                      CARRIED

9.0 Meeting Feedback

The Board provided meeting feedback via an interactive poll. Results are as follows:



The next Board meeting is scheduled to be in person. A poll will be sent out to canvass and confirm in-person availability. Quorum is required to proceed with an in-person meeting.

10.0 Meeting Adjournment

MOTION TO ADJOURN MEETING AT 8:30 PM

1) A. HAMIDIAN                      2) A. SIMARD                      CARRIED

*Emily Hill*  
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Emily Hill, Chair

*Arman Hamidian*  
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Arman Hamidian, Secretary