



## Board of Directors' Meeting

### MINUTES

Wednesday, March 23, 2022

4:00 p.m.

Go To Meeting

- 
- Present:** Linda Van Sligtenhorst (Chair), Alison Fernandes, Renee Schlonies, Selwyn (Buck) Hicks, Susanne Snowdon, Craig Ambrose, Chris Wren, Marsha Reany, Brittany Andor and Andrew Marttinen
- Staff:** Julie Lipsett, Kelly Ferris, Anne Bester, Deb Pope and Jeff Nickel
- Regrets:** Christine John, Marie Tudor, Nancy Craig (FPA) and Darlene Ritchie (Chippewas of Nawash)
- Recorder:** Kim Fleming

---

1. **Welcome / Opening Remarks/Land Acknowledgement**

Linda Van Sligtenhorst welcomed everyone to the meeting and acknowledged the land.

2. **Approval of the Agenda / Conflict of Interest Declaration**

*BE IT RESOLVED*

*THAT the Board accepts the agenda as presented.*

*MOVED by Brittany Andor; SECONDED by Alison Fernandes*

*CARRIED*

**No conflict of interest declared.**

3. **Approval of the Minutes from February 16, 2022 & Business Arising**

*BE IT RESOLVED*

*THAT the Board accepts the minutes from February 16, 2022 meeting as presented.*

*MOVED by Selwyn Hicks; SECONDED by Chris Wren*

*CARRIED*

4. **Presentation – Equity, Diversity, Inclusion (EDI) Presented by Julie Lipsett**

Julie Lipsett presented on Equity, Diversity and Inclusion. The slide deck provided updates on what BGCFS has done to date to address Equity, Diversity and Inclusion.

Beginning in 2012, staff training was provided on discrimination and harassment by Leeno Karumanchery. This training also included topics on racism, sexism and heterosexism and the importance of addressing them.

In 2012, BGCFS provided 3 days of training to foster parents on 'Growing Up Indian in a White World'. This training was delivered by an Indigenous leader who helped foster parents understand the history of First Nation's children and families and how to provide culturally sensitive care.

The Ontario Association of Children's Aid Societies also introduced a book called 'The Other Side of the Door' which was a practice guide for child welfare professionals who work with First Nations, Inuit and Metis peoples. The book was written by Ken Richard who was a former Executive Director of Child Native child and Family Services.

In 2018, BGCFS contracted with INDSight Consulting firm who had worked with our staff and to determine whether or not Indigenous and African Canadian children are being properly and consistently identified and also whether children are receiving all of the necessary and appropriate services they need.

In 2019, Steven Wright from 'Make it Right' provided training for staff and foster parents on meeting the needs of youth who self-identified as transgender. Also in 2019, BGCFS hired Kike Ojo-Thompson to provide training to all staff on the disproportionality of First Nations and African Canadian children and families who were receiving child welfare services and why every worker should care.

BGCFS created three (3) working groups on Anti-racism, 2SLGBTQ+ and Truth and Reconciliation.

Ms. Lipsett shared with the Board that our current focus is on implementing staff census, providing cultural competence training, completing the OACAS leadership and staff training on equity, completing demographic data on children and families and board training with Iona Sky.

In 2018, the Human Rights Commission published a study called 'Interrupted Childhood': The Over Representation of Indigenous and Black Canadian children in care. Our findings indicated that Indigenous children are admitted to care at 2.6 times higher than their proportion in the child population; Black Canadian children were admitted into care at 2.2 times higher than their proportion in the child population and that white children were under-represented.

Iona Sky, a specialist in Equity, Diversity and Inclusion will be the keynote speaker at the June Annual General Meeting and has also been invited to return in the fall of 2022 to do equity training with the full board.

Ms. Lipsett also shared that she has connected to Trish McMeekin from Nikaanaganaa Counselling & Learning Centre who would like to deliver Cultural Sensitivity training to staff. There has also been a call out to staff and board members who are in a leadership role who oversee policy development, Indigenous Commitments and Indigenous service provisions to attend training through the ANCFSAO Leadership Forum on April 12<sup>th</sup> and 13<sup>th</sup>, 2022.

Ms. Lipsett will share the training plan at the April board meeting.

The 'tasks of the privileged' video from Dr. Kenneth Hardy, Clinical and Organizational Consultant and President of the Eikenberg Academy for Social Justice was shared with the board. This video will be uploaded to the Board portal.

## 5. Reports

- **Chair**

Linda Van Sligtenhorst presented on her report.

Interviews for the Annual General Meeting report have been scheduled with Richard Thomas beginning next week.

- **OACAS**

No report provided.

OACAS regularly sends email updates to the Board Chair and Ms. Van Sligtenhorst will plan to share the emails with board members.

- **FPA**

No report provided.

- **Chippewas of Nawash Representative**

No report provided.

- **Chief Executive Officer**

Julie Lipsett presented on her report.

Ms. Lipsett shared with the Board that she is interested in their feedback on the format of the CEO monthly report to the Board. She has included updates on each of the four (4) strategic directions and will continue to do this in her report.

The Board provided position feedback to Ms. Lipsett on her report and appreciated the updates as it helps set priorities and stick to the priorities moving forward.

The family Magic Show event that took place on March 14<sup>th</sup> with Tim Hanning was a huge success and positive feedback was received from both staff and foster parents. Ms. Lipsett would like to offer this again to families in the future.

- **Community, Governance and Stakeholder Relations Committee**

Renee Schlonies presented on her report from the March 9, 2022 meeting.

The Committee discussed the annual evaluations for new board members. The Committee recommended that a new page be added to the Individual Board Member Self-Evaluation Questionnaire where two (2) questions would be added that would be directed to new board members. The new questions are:

1. The orientation was timely and helped me to understand the role of a Board member.
2. The orientation helped me to understand the mission and mandate of BGCFS.

Iona Sky has been confirmed as the keynote speaker for the Annual General Meeting in June and has agreed to provide Equity training in the fall to Board Members. More information to follow.

The Committee reviewed the updated Board Matrix and recommended that a posting be created to recruit for new board members who have law experience, a member of the 2SLGBTQ+ and First Nation/Metis representation. The ad will go on the BGCFS website and local newspapers in Grey and Bruce.

*BE IT RESOLVED*

*THAT the Board accepts the CGSR Committee Report as presented including all motions therein.*

*MOVED by Alison Fernandes; SECONDED by Brittany Andor*

*CARRIED*

- **Finance, Risk Management and Audit Committee**

Andrew Marttinen presented on his report from March 9, 2022 meeting.

Rob Robinson from

Rob Robinson from Alliance Law Firm attended the meeting to review the revised By-Laws with the Committee. Mr. Robinson was hired to review our letters of patents, by-laws and other incorporation documents as per the Ontario Not For Profit Corporations Act requirement. Mr. Robinson reviewed the changes with the Committee and will forward a clean copy to the board to review and approve at the April Board Meeting.

In the role of Chief Executive Officer (CEO), it is a requirement to be registered with the Child Welfare College in order to sign Ministry driven documents such as Ministry Attestation or any documents relating to the adoption of a child. Julie Lipsett is still waiting for confirmation of her registration. The recommendation to the Board is to appoint Anne Bester as the Local Director pending registration with the Child Welfare College confirming Ms. Lipsett's membership with the College.

*BE IT RESOLVED*

*THAT the Board approve that Anne Bester is appointed as the Local Director pending the registration with the Child Welfare College confirming Julie Lipsett's membership with the College.*

*MOVED by Andrew Marttinen; SECONDED by Selwyn Hicks*

*CARRIED*

The Committee also recommended a motion to the Board that former CEO, Phyllis Lovell participate in a support role to the Collective Bargaining process. It has been confirmed that this motion is no longer required as Ms. Lovell has asked that Ms. Lipsett and Ms. Van Sligtenhorst make an alternative plan as she is no longer able to participate. Anne Bester has agreed to participate in place of Ms. Lovell. Ms. Lipsett has reached out to her CEO colleagues Mark Kartusch and Tina Diamond who have both offered to mentor Ms. Lipsett during this process

*BE IT RESOLVED*

*THAT the Board accepts the FRMA Committee Report as presented including all motions therein.*

*MOVED by Andrew Marttinen; SECONDED by Brittney Andor*

*CARRIED*

6. **New Business**

No new business

7. **In-Camera (required)**

The Board moved in camera to hear about a risk issue and the collective bargaining financial strategy.

*BE IT RESOLVED*

*THAT the Board of Directors meeting moves in-camera at 5:17 p.m. to hear about a risk issue and the collective bargaining financial strategy.*

*MOVED by Brittney Andor; SECONDED by Susanne Snowdon*

*BE IT RESOLVED*

*THAT the Board of Directors meeting moves out of camera at 6:04 p.m.*

*MOVED by Brittany Andor; SECONDED by Susanne Snowdon*

*CARRIED*

8. **Next Meeting – Wednesday, April 20, 2022**

9. **Adjournment**

*BE IT RESOLVED*

*THAT the Board of Directors meeting be adjourned at 6:04 p.m.*

*MOVED by Linda Van Sligtenhorst*