



# Governance, Communications and Human Resources Committee

931 Yonge Street,  
Toronto, M4W 2H2

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The Governance, Communications and Human Resources Committee (“GCHRC”) of the Toronto Community Housing Corporation (“TCHC”) held a hybrid Public meeting on September 4, 2024 via Webex and in-person at 931 Yonge Street in the Main Floor Conference Room, commencing at 9:10 a.m.

**GCHRC Directors Present:** Debbie Douglas  
Marcel Charlebois  
Ubah Farah  
Ziva Ferreira  
Brian Smith

**GCHRC Directors Absent:** n/a

**Management Present:** Sean Baird, President & Chief Executive Officer (“CEO”)  
Barbara Shulman, Chief People & Culture Officer  
Nadia Gouveia, Acting Chief Operating Officer (“COO”)  
Lily Chen, Chief Financial Officer & Treasurer (“CFO”)  
Darragh Meagher, General Counsel & Corporate Secretary  
Jessica Hawes, Acting Chief Development Officer  
Ada Wong, Acting Vice President, Strategic Planning & Communications  
Anne Stephenson, Assistant Corporate Secretary

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A quorum being present, Ms. Douglas, serving as Chair, called the meeting to order, and Ms. Haji-Jama served as recording secretary.

**ITEM 1 CHAIR'S REMARKS**

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The Chair noted the Land Acknowledgment including the African Ancestral Acknowledgement, and mentioned the African Liberation month in Canada which has just ended in last month.

The Chair also welcomed the new board director, Vinita Jajware-Beatty, and provided an overview of the reports on today's public agenda.

**DEPUTATIONS**

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The Chair polled for any deputations to be heard at the meeting. The following verbal deputations were presented:

- Item 4 – Confirmation Of GCHRC Public Meeting Minutes of July 3, 2024 (*Catherine Wilkinson*)
- Item 6 – City Council Directions Requiring Board Attention re: Item 23 - MM6.36 - Requesting Accountability for the Destruction of the Community Garden at 133 Broadway Avenue (*Catherine Wilkinson*)

The following written deputations were presented:

- Item 4 – Confirmation Of GCHRC Public Meeting Minutes of July 3, 2024 (*Jacqueline Yu*)
- Item 4 – Confirmation Of GCHRC Public Meeting Minutes of July 3, 2024 (*Catherine Wilkinson*)
- Item 6 – City Council Directions Requiring Board Attention re: Item 23 - MM6.36 - Requesting Accountability for the Destruction of the Community Garden at 133 Broadway Avenue (*Catherine Wilkinson*)

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**ITEM 2 APPROVAL OF PUBLIC MEETING AGENDA**

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*Motion carried* **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Mr. Smith and carried, the GCHRC unanimously approved:

1. the Agenda for its Public meeting of September 4, 2024;  
and
2. all matters on the Agenda with the exception of:
  - Item 4 - Confirmation of the Public Meeting Minutes of July 3, 2024
  - Item 6 - City Council Directions Requiring Board Attention

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**ITEM 3 CHAIR'S POLL RE: CONFLICT OF INTEREST**

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The Chair requested members of the GCHRC to indicate any agenda item in which they had a conflict of interest, together with the nature of the interest. **No conflicts were declared.**

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**ITEM 4 CONFIRMATION OF GCHRC PUBLIC MEETING MINUTES OF JULY 3, 2024**

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A verbal deputation was received from Catherine Wilkinson with respect to this item.

Written deputations were received from Jacqueline Yu and Catherine Wilkinson with respect to this item and was circulated to the GCHRC members.

*Motion carried* **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Mr. Smith and carried, the GCHRC confirmed the above-captioned minutes without amendments.

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**ITEM 5 BUSINESS ARISING FROM THE PUBLIC MEETING MINUTES AND ACTION ITEMS UPDATE**

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*Motion carried* **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Mr. Smith and carried, the GCHRC received the updates provided as Business Arising from the Public Meeting Minutes and Action Items Update as of July 3, 2024.

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**ITEM 6 CITY COUNCIL DIRECTIONS REQUIRING BOARD ATTENTION** GCHRC:2024-22

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The above-captioned report was circulated to GCHRC members prior to the meeting.

A verbal deputation was received from Catherine Wilkinson regarding Item 23 - MM6.36 - Requesting Accountability for the Destruction of the Community Garden at 133 Broadway Avenue.

A written deputation were received from Catherine Wilkinson with respect to this item and was circulated to the GCHRC members.

Ms. Gouveia and Mr. Meagher were available to answer questions of the GCHRC. Highlights of the discussion include:

- The current community gardens policy is intended to be interim, and the organization is happy to continue working with tenants to develop it further.
- TCHC has a variety of gardens; some focus solely on flowers and plants, while others include vegetables.
- The organization requires a level of formality in some communities, specifically in gardens that grow vegetables and other edible food.
- The suggestion to create guidelines requires follow-up with the Ombudsman office to confirm if it meets the terms of prior discussions.
- Determining a more accessible process moving forward will be key. Tenant input will also be very helpful in this process.

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- An interim gardening policy was implemented in 2024 based on discussions with the Ombudsman's office.
- The commitment is to develop a more permanent gardening policy that will be inclusive and involve tenant consultation.
- The plan is to finalize this permanent policy over the next year, with the goal of presenting it to the Tenant Services Committee.
- A request for more formal governance over garden management was made to prevent issues like the one described in 23-MM6.36, which is the Requesting Accountability for the Destruction of the Community Garden at 133 Broadway Ave., as set out on attachment 1 of this Report.
- The goal is to establish a more robust policy within the next year, incorporating tenant input as part of the process, which is still ongoing.
- TCHC is committed to not making things more difficult for tenants and communities while working with community partners.
- Community partners who have engaged with garden projects will be considered important stakeholders for input in the consultation process.
- Action item: Request staff to bring forward the formal Policy regarding Community Gardens, once prepared, to a future meeting of the Tenant Services Committee
- Accordingly, the motion was amended to include the action item as paragraph 3 of the motion.

*Motion carried*     **ON MOTION DULY MADE** by Ms. Farah, seconded by Ms. Ferreira and carried, the GCHRC approved the following recommendations and recommend that:

1. In accordance with Council direction under EX14.3 - Extending the Mandate of the City's Chief Information Security Officer, the Board of Directors direct the President and CEO or their designate to:
  - a. collaborate with the City's Chief Information Security Officer to formulate an organizational cyber security framework that aligns with Council direction in EX14.3(2);

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- b. engage with the City’s Chief Information Security Officer with respect to cyber-security risk mitigation as directed by Council in EX14.3(3);
  - c. engage with the City’s Chief Information Security Officer in the event of a cyber security incident or data breach affecting the corporation, and to work with the Chief Information Security Officer to contain, mitigate and resolve the cyber security incident or data breach; and
2. In accordance with Council direction under PH11.7 – Progress Update on Toronto Community Housing Corporation’s (TCHC) Tenant Advisory Committee, the Board of Directors direct the President and CEO or their designate to:
  - a. submit a report on the refreshed Tenant Engagement System and a comprehensive implementation plan to the Board before the end of 2024; and
  - b. forward a copy of the report to the Economic and Community Development Committee and City Council for their information.
3. Request staff to bring forward the formal Policy regarding Community Gardens, once prepared, to a future meeting of the Tenant Services Committee.

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<b>ITEM 7</b>	<b>UPDATE ON THE 2025-2029 TCHC STRATEGIC PLAN DEVELOPMENT</b>	<b>GCHRC:2024-23</b>
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The above-captioned report was circulated to GCHRC members prior to the meeting.

Ms. Wong provided an update of the 2025-2029 TCHC Strategic Plan Development. Highlights of the discussion include:

- Strategic planning is further into the engagement phase.
- Consultations involve various tenant groups, including youth, women, single-led households, and other tenants through a tenant survey and in-person events held over the summer.

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- Engagement with City stakeholders is complete.
- Current efforts include engaging with staff at different levels, including frontline staff and management in the next few weeks.
- Engagement will conclude in September with feedback on existing themes that have been gathered.
- The process will involve analyzing emerging themes with the Board of Directors and the leadership team in anticipation of a draft report coming up in September or October.

*Motion carried*     **ON MOTION DULY MADE** by Mr. Charlebois, seconded by Mr. Smith and carried, the GCHRC received Report GCHRC:2024-23, being the Update on the 2025-2029 TCHC Strategic Plan Development, for its information.

**TERMINATION**

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A motion to adjourn the meeting was moved by Mr. Smith and seconded by Mr. Charlebois. The GCHRC resolved to terminate the public meeting at 9:34 a.m.

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Secretary

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Chair, Governance,  
Communications and Human  
Resources Committee