



MINUTES: Board of Management, Meeting 5 (2023-2024)

Monday, March 25, 2024 @ 6:30 - 8:30 PM, Hybrid via Zoom/Room 204

Board Members

Chair: Paul Saguil	Vanshika Dhawan	Min Oh
Vice-Chair: Tom Spence	Aaron Hewitt	Juan Camilo Rendon Ocampo
Secretary: Erika Voaklander (regrets)	Brett House	Jaris Swidrovich
Treasurer: Zoe Robinson	Natalie Miller	
Ex-Officio: Councillor Chris Moise (absent)		

The 519

Executive Director	Maura Lawless
Director, Finance	Maria Martinez
Director, Philanthropy	Aniska Ali
Director, Advocacy & Strategic Communications	Curran Stikuts
Manager, Strategic & Executive Planning (minutes)	Laura Gibbon

Guests: Maria Guardado (Councillor’s Office) & Harper Jean Tobin (Consultant, Project Director)

Item	Minutes
1	<p>Welcome and Introductions Paul Saguil opened the meeting at 6:36 PM, welcomed everyone, including guests. Paul delivered the land acknowledgement and acknowledged March 8 as International Women’s Day, March 10 as Harriet Tubman Day, and today, March 25, as the International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade.</p>
2	<p>Approve Agenda Paul Saguil requested the Board to review the agenda for the Board Meeting of March 25, 2024.</p> <p>MOTION 2.1: To approve the agenda for the Board Meeting of March 25, 2024.</p> <p>Moved by: Juan Camilo Rendon Ocampo Seconded by: Natalie Miller</p> <p>That the Board of Management approve the agenda for the Board Meeting of March 25, 2024.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Brett House Natalie Miller Min Oh Juan Camilo Rendon Ocampo</p>



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	<p>Zoe Robinson Paul Saguil Tom Spence Jaris Swidrovich</p> <p>Decision carried</p>
3	<p>Approve Meeting Minutes Paul Saguil requested the Board to review the minutes for the Board Meeting of February 26, 2024.</p> <p>MOTION 3.1: To approve the minutes for the Board Meeting of February 26, 2024.</p> <p>Moved by: Jaris Swidrovich Seconded by: Tom Spence</p> <p>That the Board of Management approve the minutes for the Board Meeting of February 26, 2024.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Brett House Natalie Miller Min Oh Juan Camilo Rendon Ocampo Zoe Robinson Paul Saguil Tom Spence Jaris Swidrovich</p> <p>Decision carried</p>
4	<p>Declaration of Conflict of Interest(s) Paul Saguil confirmed no conflicts of interest were declared.</p>
5	<p>Chair Report/Executive Committee – Paul Saguil (Chair of the Board)</p> <p>5.1 Chair’s Report</p> <ul style="list-style-type: none"> • Paul Saguil provided a brief update on the Korn Ferry report regarding the review of compensation levels for the senior leadership team and noted he will share more details a later date. • Paul encouraged Board members to attend and support the 519-led rally on April 4th in support of Refugee Rights Day.

	<p>5.2 Board Retreat Agenda</p> <ul style="list-style-type: none"> • Staff recommended the Board retreat agenda items include: 1) the second part of the stakeholder engagement activity from the Committees-in-Focus event, 2) Government Relations strategy, 3) board committee structures/functionality, and 4) 50th-anniversary visioning. • The Board had no proposed amendments.
<p>6</p>	<p>Executive Director Report – Maura Lawless (Executive Director) & Harper Jean Tobin (Project Director)</p> <p>6.1 Community Resiliency Project Update</p> <ul style="list-style-type: none"> • Harper Jean Tobin gave an overview of the Community Resiliency Project. • The Board asked about aligning this new project with the emerging Government Relations strategy and priorities. Staff explained that the intent is not to replicate the work of emergency services organizations, rather to identify community risks/vulnerabilities; explore the unique role of queer community centres could or should be in the event of major climate-related emergencies; examine the work that The 519 is already doing and determine how it could be carried out in a way that more deliberately considers how to embed climate/community resilience strategies into the programming and services offered. • Staff are preparing a response to the Public Safety Canada consultation in which they are seeking input from emergency management subject-matter experts to better understand current capacities, gaps and limitations within the emergency response system and gather insights and views on ways to more efficiently leverage these capacities in future nation-wide responses. • Staff are meeting with Emergency Management Systems at the City to start to build a relationship and find ways to integrate outcomes of this project into strategic policy decisions they are making. • The second year of the project will focus more on a programmatic response, developing a toolkit, contemplating community resiliency models we may want to replicate or support, etc. There are already some programs (i.e. Older 2SLGBTQ+ Adults) that are hosting workshops and information sessions on emergency preparedness and distributing kits to participants. • The Board requested quarterly or bi-annual project updates at the committee level or to the full Board. Maura recommended creating an opportunity for Board members to meet with Harper to discuss the topic further or ensure they can provide input into the project. <p>6.2 Board By-law Catchment Expansion</p>



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- Maura Lawless explained that the City has now requested that staff prepare a background report on the by-law changes for the Board to approve and for the Board secretary to then request the City Manager to take action and bring the report and proposed changes, including the catchment expansion, to City Council for approval.
- The Board agreed with staff's desire to advance this process in time to be able to implement catchment expansion for AGM in September.

MOTION 6.2: To approve The 519's Members-approved By-law #2, including the proposed catchment expansion, and requests that the City Manager take this proposal forward to Toronto City Council for consideration. The Board authorizes the Board Secretary to forward the Board's decision and request to the City Manager for action.

Moved by: Juan Camilo Rendon Ocampo

Seconded by: Jaris Swidrovich

That the Board of Management approve The 519's Members-approved By-law #2, including the proposed catchment expansion, and requests that the City Manager take this proposal forward to Toronto City Council for consideration. The Board authorizes the Board Secretary to forward the Board's decision and request to the City Manager for action.

Recorded vote: Unanimous

Vanshika Dhawan

Aaron Hewitt

Brett House

Natalie Miller

Min Oh

Juan Camilo Rendon Ocampo

Zoe Robinson

Paul Saguil

Tom Spence

Jaris Swidrovich

Decision carried

6.3 Accessibility Policy

- Maura Lawless presented The 519's updated Accessibility Policy to ensure adherence with AODA requirements and in line with our commitments to providing accessible services, space and disability justice. Staff are in the process of updating several related policies and the multi-year plan.
- Staff confirmed that vendors, contractors will continue to be required to complete AODA training to be eligible to perform work at The 519. Regular space users will



	<p>also be required to complete the training; the monitoring of their completion will be tracked in the new space-use request platform.</p> <ul style="list-style-type: none"> • Staff noted that by approving this policy, The 519 will be meeting its requirements for compliance with the AODA, noting however, that the building itself is not currently compliant due to outstanding capital repairs required to meet AODA standards. As the building is a City asset it is the City’s responsibility to pay for capital repairs costing more than \$50k. The City and The 519 have completed 98% of design work on the planned upgrades; The 519 is awaiting capital funding from the City to complete the upgrades. Staff are continuing to identify other upgrades in scope, within their authorities, to enhance facility improvements (i.e. signage). <p>MOTION 6.3: To approve the 2024 updated 519 Accessibility Policy.</p> <p>Moved by: Zoe Robinson Seconded by: Natalie Miller</p> <p>That the Board of Management approve the 2024 updated 519 Accessibility Policy.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Brett House Natalie Miller Min Oh Juan Camilo Rendon Ocampo Zoe Robinson Paul Saguil Tom Spence Jaris Swidrovich</p> <p>Decision carried</p>
7	<p>FPC Update – Juan Camilo Rendon Ocampo (Chair, FPC) & Aniska Ali (Director, Philanthropy)</p> <p>7.1 FPC Meeting Update</p> <ul style="list-style-type: none"> • Edit the meeting summary to include Jaris Swidrovich as having attended. <p>7.2 The 519 YE Campaign Results and 2024 Philanthropy Targets</p> <ul style="list-style-type: none"> • Preliminary year-end results indicate that we met and surpassed Philanthropy targets for the 2023 calendar year, with an increase in donor retention rates



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	<p>(+14% over 2022 results). Staff will share the final results at the next FPC meeting.</p> <ul style="list-style-type: none"> • The 2023 year-end campaign also exceeded targets. Analysis of the campaign and donor response rates points to the need for more targeted messaging depending on donor status, such as new or returning. • Board members should expect a few requests to attend events and participate in campaigns, including two charity-run fundraisers, in support of The 519. Staff will work on creating an events and campaigns calendar to keep in SharePoint for Board members access. • Overall, The 519’s 2024 philanthropic goal is 11.13% higher than the 2023 philanthropic results. • Green Space Festival planning is well underway, sponsorship is going very well, and we are projecting to be able to meet our sponsorship target by the end of Fiscal Q1. We have started pre-sale for Club 519 passes which have raised just under \$90k; public sales go live tomorrow. <p>7.3 FPC Revised TOR</p> <ul style="list-style-type: none"> • There were minor updates to the TOR recommended by the FPC committee. <p>MOTION 7.3: To approve the revised FPC TOR.</p> <p>Moved by: Juan Camilo Rendon Ocampo Seconded by: Natalie Miller</p> <p>That the Board of Management approve the revised FPC TOR.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Brett House Natalie Miller Min Oh Juan Camilo Rendon Ocampo Zoe Robinson Paul Saguil Tom Spence Jaris Swidrovich</p> <p>Decision carried</p>
<p>8</p>	<p>SPP Committee Update – Tom Spence (Chair, SPP) & Curran Stikuts (Director, Advocacy & Strategic Communications)</p>

City Council recently passed a motion directing City staff to review options for incorporating gender-affirming healthcare benefits not covered by OHIP into City employee benefits. The 519 submitted a written deputation in support of the Motion moved by Councillor Moise. The Board thanked staff and the Councillor for their work on moving this important issue forward.

8.1 SPP Meeting Update

- Tom Spence provided an update on the Space Use Policy which is in its final stages; staff are currently implementing committee feedback and final review of the policy.

8.2 March 5, 2024 Agency Business

- Tom Spence gave an overview of the Agency Business, including the Heritage Canada and Ministry of Labour, Immigration, Training and Skills Development funding requests for which we've been successful.
- The Board requested future agency business reports to include information about real costs associated with delivering the program (to better understand potential costs not covered in funding requests).

MOTION 8.2: To approve the various projects and funding applications outlined in the March 5, 2024, Agency Business Report.

Moved by: Tom Spence

Seconded by: Juan Camilo Rendon Ocampo

That the Board of Management approve the various projects and funding applications outlined in the March 5, 2024, Agency Business Report.

Recorded vote: Unanimous

Vanshika Dhawan

Aaron Hewitt

Brett House

Natalie Miller

Min Oh

Juan Camilo Rendon Ocampo

Zoe Robinson

Paul Saguil

Tom Spence

Jaris Swidrovich

Decision carried

	<p>8.3 Advocacy/Government Relations (GR) Framework and 2024 Priorities Report</p> <ul style="list-style-type: none"> • Tom Spence gave an overview of the report and gave a summary of the three proposed advocacy priorities: 1) Refugee Support, 2) Trans-Affirming Healthcare, and 3) Anti-2SLGBTQ+ Hate, and the proposed pathway to developing an Advocacy and GR framework. • The Board discussed whether there was a distinction between advocacy and activism in this context, which will be contemplated in the framework development, and clarified that the advocacy on trans-affirming benefits is particularly centralized at the City level but that there is broader advocacy being done from an access to justice lens related to OHIP coverage and involvement in the Health Ontario guidelines for trans-affirming care. The Board also agreed to continue the discussion on strategy in the 2024 Board retreat. <p>MOTION 8.3: 8.3a: To approve the 2024 key advocacy priorities; and 8.3b: To approve the development of a 3-year Advocacy and Government Relations Framework.</p> <p>Moved by: Tom Spence Seconded by: Natalie Miller</p> <p>That the Board of Management approve a) the 2024 key advocacy priorities and b) the development of a 3-year Advocacy and Government Relations Framework.</p> <p>Recorded vote: Unanimous Vanshika Dhawan Aaron Hewitt Brett House Natalie Miller Min Oh Juan Camilo Rendon Ocampo Zoe Robinson Paul Saguil Tom Spence Jaris Swidrovich</p> <p>Decision carried</p>
9	<p>GHRC Update – Natalie Miller (Chair, GHRC) & Maura Lawless (Executive Director)</p> <p>9.1 GHRC Meeting Update</p>



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	<ul style="list-style-type: none"> Natalie Miller gave an update touching on the Board Policy Review Working Group, and confirmed that all Board members completed the Board evaluation; it will inform board development and recruitment priorities. Paul Saguil asked Board members whose terms are ending this year to let Laura know about their intentions to stand for re-election by April 10. Anyone interested in joining the Board Policy Review Working Group should reach out to Natalie or Laura. Staff will make the Working Group updates available on SharePoint for everyone to access.
10	Other Business / Emerging Issues N/A
11	Adjournment Meeting was adjourned at 8:20pm.

Item	Attached Documents *yellow highlight indicates in camera session where document will be available printed at the meeting
2	2.1 Agenda for Board Meeting of March 25, 2024
3	3.1 Minutes for Board Meeting of February 26, 2024
6	6.1 Community Resiliency Project Brief 6.2 Board By-law Catchment Expansion – Council Report – FOR APPROVAL 5.3 The 519 Draft Accessibility Policy – FOR APPROVAL
7	7.1 FPC Meeting Summary 7.2 The 519 YE Campaign Results and 2024 Philanthropy Targets 7.3 FPC Revised TOR – FOR APPROVAL
8	8.1 SPP Meeting Summary 8.2 Agency Business - FOR APPROVAL 8.3 Advocacy/GR Framework – FOR APPROVAL
9	9.1 GHRC Meeting Summary