

Holland Bloorview Board of Directors Meeting Minutes

Wednesday, January 25, 2023

5:30 p.m. to 8:30 p.m.

ZOOM

Attendance

Present: Poonam Puri, Chair; Catherine Wood, Secretary; Allyson Whyte Nowak, Treasurer; Alycia Calvert; Laura Dottori-Attanasio; Julia Hanigsberg; Alice Keung; Jean Lam; Dale Ponder Jennifer Quaglietta; Lisa Robinson; Michael Wasserman; Andrea Hoffman; Golda Milo-Manson, Catherine Roche, NeilSelfe

Sr. Management: Irene Address; Enza Dininio; Evdokia Anagnostou; Tracey Millar; Aman Sium; Stewart Wong; Bohodar Rubashewsky

Guests: Anthony Dale (Ontario Hospital Association), Notisha Massaquoi (Nayanda Consulting), Nadia Tanel (Holland Bloorview)

Regrets: Rhonda McEwen; Suzanne Jorisch, Sandra Hawken

Recorder: Poppy Harpula

1.0 Call to order

P. Puri, Chair, called the meeting of the Holland Bloorview Kids Rehabilitation Hospital Board of Directors to order at 5:30 p.m.

Chair's remarks

P. Puri began the meeting with a Land Acknowledgment.

Approval of agenda

The Chair requested approval of the agenda as pre-circulated.

MOTION: It was MOVED by Jennifer Quaglietta, and seconded by Michael Wasserman that the Board of Directors approve the agenda.

Quaglietta/Wasserman

CARRIED

Disclosure of Conflicts of Interest

The Chair asked whether anyone wished to declare a conflict of interest on any of the items slated for discussion at this Board meeting, and there were none.

2.0 Discussion Agenda

2.1 Board Education: 5 Things Boards Need to be Thinking About

A. Dale presented updates within the healthcare system. He highlighted the government's focus on recovery, stability and shaping a new agenda to challenge the healthcare status quo, the evolution of Ontario's health teams, government investment to address hospital financial pressures, volatility of the collective bargaining environment and federal health transfers. P. Puri thanked A. Dale for his time and commitment to the work he does with all hospitals in Ontario and Canada.

2.2 Black Staff Engagement Report

The report provides a thorough account of the current experience of anti-Black racism is at the hospital. N. Massaquoi provided some strategies to address anti-Black racism including developing board and

senior management competency, develop and implement policies, engage in effective mandatory education and training, increasing diversity through recruitment, retention and advancement, institute evidence-based practices, race-based data collection, and community engagement and partnerships. N. Massaquoi noted the importance of acknowledging the time, courage and strength for Black staff to share their stories. N. Massaquoi emphasized the value in anti-Black racism education and training as it sets the standard for hospital expectations and provides a baseline understanding. Several comments noted the importance of being intentional and thoughtful about the way all staff and Black staff receive and respond to the report. Addressing anti-Black racism will be a slow and methodical process that will be worked on long term. P. Puri and J. Hanigsberg thanked N. Massaquoi for her time, guidance, expertise and emotional labour that she took on to help the hospital continue its work on anti-Black racism.

2.2.1 Governance of inclusion, diversity, equity, accessibility and anti-racism

P. Puri and the Governance Committee recommend that the Executive Committee of the board of directors take on oversight of the governance of inclusion, diversity, equity, accessibility and anti-racism (IDEAA). It is also recommended that there be a by-law amendment to the composition of the Executive Committee to appoint other independent directors with additional expertise in IDEAA to the committee.

MOTION: It was MOVED by Jennifer Quaglietta, and seconded by Alycia Calvert that the Board of Directors approve that the Executive Committee of the board of directors will take on oversight of the governance of inclusion, diversity, equity, accessibility and antiracism (IDEAA) and the Terms of Reference for the Executive Committee to be amended for review and approval by the Governance Committee and Board of Directors.

Quaglietta/Calvert

CARRIED

2.2.2 Board adoption of Toronto Academic Health Science Network anti-Black racism training module for all directors

C. Wood asked for approval to adopt the Toronto Academic Health Science Network anti-Black racism training module as mandatory for all directors to be completed by March 29, 2023.

MOTION: It was MOVED by Jennifer Quaglietta, and seconded by Jean Lam that the Board of Directors approve adoption of the Toronto Academic Health Science Network anti-Black racism training module as mandatory for all current board directors to be completed by the March 29, 2023 board meeting, and for all new board directors prior to attending their first meeting of the board of directors, as recommended by the Governance Committee.

Quaglietta/Lam

CARRIED

2.3 Strategic Planning

N. Tanel updated the board of directors on strategic planning noting that there have been 1000 touchpoints thus far and all of the feedback will be consolidated and put together for the March board meeting. Directors discussed the duration of the strategic plan (e.g. 5 to 7 years) noting the importance of providing enough time to accomplish the priorities without feeling overwhelmed and valuing the regular check-ins.

2.4 Caring Safely – Item Deferred

2.4.1 Safety Story

A. Sium shared a story about a student nurse and their client’s g-tube entangling in the side rail, pulling and coming out with the balloon inflated. The preceptor promptly intervened, explained the situation to the client and family and provided support to the student nurse Education for families and staff is important along with the opportunity to redesign processes when these incidents occur.

2.4.2 Quarterly Performance Report (Q1/Q2)

A. Sium noted that performance is mostly stable and progressing. Some notable highlights include the hospital’s performance related to Pressure Injuries (PI) which exceeded target in both quarters. Repeated Workplace Violence was above target but as a new indicator, some volatility is expected within the fiscal year. Program referrals for the autism clinic continue to grow which will have a downstream impact to wait times given the current program model. Hand hygiene audits have been a challenge due to personnel so a nursing student was engaged to help complete audits. Lastly, client experience data collection has been paused as the hospital awaits implementation of the new survey tool.

2.4.3 Medical Advisory Report

G. Milo-Manson provided updates from the October and November Medical Advisory Committee. There were no comments or questions.

2.5 Financial Statements as of September 30th, 2022

E. Dininio provided a funding update. There were no comments or questions.

MOTION: It was MOVED by Jennifer Quaglietta, and seconded by Michael Wasserman that the Board of Directors approve the Financial Statements as of September 30th, 2022.

Quaglietta/Wasserman

CARRIED

2.6 President & CEO Report – January 2023

J. Hanigsberg provided updates on the healthcare system and the organizational restructuring to create the Experience, Transformation and Social Accountability portfolio. There were no comments or questions.

3.0 Consent Agenda

The Chair noted the following items under the Consent Agenda requiring Board approval.

- 3.1 Minutes of Board Meeting November 30th, 2022
- 3.2 CEO Performance and Compensation Committee Membership
- 3.3 Board of Directors Meeting Schedule 2023-2024
- 3.4 Credentialing of Dr. Haley Fishman

A MOTION to approve: It was MOVED by Alycia Calvert, and seconded by Alice Keung, that the Board of Directors approve the Consent Agenda.

Calvert/Keung

CARRIED

Adjournment

There being no further business for discussion, the meeting was adjourned at 8:30 p.m.

Poonam Puri
Chair, Board of Directors
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