



Board of Directors Minutes

Monday, February 11, 2013
Pride Toronto Boardroom
Toronto, Ontario

Present: Francisco Alvarez (Co-Chair), Sean Hillier (Co-Chair), Evan Dean (Secretary), Mark Smith (Treasurer, items 1-8), Kerry Bell, Shelley Craig, Susan Gapka (items 3 -14), Lauryn Kronick, Paul Saguil, Chad Simon
Guests: Kevin Beaulieu
Regrets: Kent Churn

Meeting called to order at 6:30pm

| Item | Actions |
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| <p>Item 1: Approval of Agenda</p> <p>Motion: To approve the agenda for 11-Feb-13 as presented</p> <p>Moved: S. Hillier Second: C. Simon Carried Unanimously</p> | |
| <p>Item 2: Approval of Past Minutes</p> <p>Motion: To approve the minutes for 11-Feb-13 Board Meeting as presented</p> <p>Moved: E. Dean Second: S. Craig Abstain: P. Saguil Carried Unanimously</p> | |
| <p>Item 3: Executive Director's Report</p> <p>K. Beaulieu presented the Executive Director's report, including:</p> <ul style="list-style-type: none"> • Introduction of Chrystal Dean as World Pride Manager • Relocation of Trans March • City Hall funding • Use of Yonge/Dundas Square • Recruitment of Team Leads • Office Lease • Honoured Positions Selection Process • Dispute Resolution Process • Pride Guide • New Website • Social Planning Toronto | <p>Staff are directed to provide a strategy to the board by 15-Feb-13 regarding communication of new Website and new Staff Members</p> <p>Staff to engage TransPride on expansion of Honoured Positions Program</p> |

Motion: To accept staff recommendation 1a (Holding a town hall regarding the route of the Trans March) and 1b (To send a letter to Councillor urging continued support for Pride Toronto)

Moved: S. Craig
Second: C. Simon
Carried Unanimously

Motion: To accept staff recommendation 3 (abandoning the attempt to reassign the lease)

Moved: S. Hillier
Second: F. Alvarez
Carried Unanimously

Motion: To accept staff recommendation 5 (timeline for Honoured Position Selection)

Moved: L. Kronick
Second: S. Hillier
Carried Unanimously

Motion: To accept staff recommendation 6 (DRP Process)with the amendment of moving the public deadline for parade application to 15-May-13

Moved: E. Dean
Second: L. Kronick
Carried Unanimously

Motion: To accept staff recommendation 7 (Pride Guide)and approve Mint Media's proposal for production and distribution of the 2013 Pride Guide

Moved: S. Craig
Second: C. Simon
Abstain: M. Smith
Carried Unanimously

Motion: To accept staff recommendation 9 (Social Planning Toronto) and accept the invitation to join Social Planning Toronto as a member organization

Moved: S. Craig
Second: L. Kronick
Carried Unanimously

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| <p>Item 4: In-Camera Session</p> <p>Motion: <i>To move in-camera</i></p> <p>Moved: S. Hillier Second: F. Alvarez Carried Unanimously</p> <p>Motion: <i>To move out of in-camera</i></p> <p>Moved: S. Hillier Second: F. Alvarez Carried Unanimously</p> <p>Motion: <i>To vacate the Treasurer position and place a letter of reprimand in M. Smith's file</i></p> <p>Moved: F. Alvarez Second: S. Hillier Opposed: S. Gapka Abstain: S. Craig, P. Saguil Motion Carried</p> <p>Motion: <i>To hold an election for the vacant Treasurer position at the 11-Mar-13 Board Meeting</i></p> <p>Moved: P. Saguil Second: L. Kronick Carried Unanimously</p> | <p>M. Smith to sign a written agreement regarding future conduct, to be drafted by F. Alvarez and S. Hillier</p> <p>Election for vacant Treasurer position to be held at 11-Mar-13 Board Meeting</p> |
| <p>Item 5: Legal Committee Update</p> <p>Motion: <i>To move in-camera</i></p> <p>Moved: P. Saguil Second: C. Simon Carried Unanimously</p> <p>Motion: <i>To move out of in-camera</i></p> <p>Moved: P. Saguil Second: L. Kronick Carried Unanimously</p> | |
| <p>Item 6: Board Committee Reports</p> <p>Board Recruitment & Development Committee (K. Bell) –</p> <p>Motion: <i>To accept the BRDC Terms of Reference as edited, BDRC Skill Matrix as edited, and the BRDC Board Recruitment Process as presented</i></p> | |

Moved: K. Bell
Second: E. Dean
Carried Unanimously

Community Relations (L. Kronick) – Committee has selected additional members. First meeting to be held soon.

Finance & Audit (M. Smith) – Update provided

Governance (E. Dean) – Update provide on Policy Review document and on City of Toronto Non-Discrimination Policy.

Motion: *To accept the City of Toronto's Non-Discrimination Policy:*

Wel hereby declare that this organization adopts and upholds the City of Toronto's policy statement which prohibits discrimination and harassment and protects the right to be free of hate activity, based on age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity, level of literacy, marital status, place of origin, membership in a union or staff association, political affiliation, race, receipt of public assistance, record of offences, sex, sexual orientation or any other personal characteristics by or within the organization.

Moved: E. Dean
Second: S. Gapka
Carried Unanimously

Human Resources & Compensation Committee (S. Craig) –

Motion: *To amend the Organizational Structure to include a 2nd Dyke March Team Lead*

Moved: S. Hillier
Second: L. Kronick
Carried Unanimously

Motion: *To approve the Pride Toronto Conflict of Interest Policy as amended*

Moved: S. Hillier
Second: C. Simon
Carried Unanimously

Motion: *To approve the Pride Toronto Code of Conduct as amended*

Moved: S. Hillier
Second: E. Dean
Carried Unanimously

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| <p>Motion: <i>To approve the Pride Toronto Confidentiality Policy as ammended</i></p> <p>Moved: S. Craig Second: E. Dean Carried Unanimously</p> <p>WorldPride 2014 Committee (F. Alvarez) – Public Consultations have continued to be held. A workshop for artist seeking funding was also recently held. Updates were provide regarding each of the Sub-Committee's</p> <p>Motion: <i>To approve the WorldPride 2014 Community and Stakeholder Engagement Sub-Committee Terms of Reference as presented</i></p> <p>Moved: F. Alvarez Second: S. Hillier Carried Unanimously</p> <p>Motion: <i>To amend all WorldPride 2014 Sub-Committee's Terms of Reference to include the "WorldPride 2014 Human Rights Program: Framework for WP Sub-Committees"</i></p> <p>Moved: F. Alvarez Second: P. Saguil Motion Carried</p> <p>K. Beaulieu provided an update on using Jarvis Street as a potential Parade route</p> | <p>Staff to consult with WorldPride Committee and prepare a report and plan of action for the next Board Meeting</p> |
| <p>Item 7: Honoured Position</p> <p>See Executive Directors Report (Item 3).</p> | |
| <p>Item 8: IGM Short List</p> <p>K. Beaulieu presented the short list of candidates for 2013 IGM</p> <p>Motion: <i>To invite Marcela Romero to be the 2013 IGM and in the events that M. Romero cannot attend that the invitation be extended to Karen Atala</i></p> <p>Moved: E. Dean Second: F. Alvarez Abstain: C. Simon, K. Bell Carried Unanimously</p> | |
| <p>Item 9: Gala & PT Awards (2013)</p> <p>F. Alvarez provided an update on the organization of a Gala and/or Awards ceremony for the 2013 festival.</p> | <p>Staff to report at the 11-Mar-13 meeting on progress towards hosting a PT Awards Event</p> |

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| <p>Item 10: WorldPride 2014 Award and Gala</p> <p>F. Alvarez provided an update on the organization of a WorldPride Gala and a WorldPride 2014 Award</p> | |
| <p>Item 11: Board Goals</p> <p>F. Alvarez provided an update on selection of Board for 2013 Festival Year.</p> | <p>E. Dean to redraft Board Goals and circulate via email for approval by 15-Feb-13</p> |
| <p>Item 12: FCP Ottawa</p> <p>K. Beaulieu provided an update on participation at the FCP Conference to be held in Ottawa in March</p> | |
| <p>Item 13: Other Business</p> <p>1. S. Gapka provided an update on Federal Bill XXX</p> | |
| <p>Item 12: Adjournment</p> <p>Motion: <i>To adjourn the meeting</i></p> <p>Moved: S. Hillier Second: K. Bell Carried Unanimously</p> | |

Meeting adjourned at 11:25 pm