**TORONTO LANDS CORPORATION**

**60 ST. CLAIR AVENUE EAST**

**TORONTO, ONTARIO**

**MINUTES OF THE HUMAN RESOURCES, NOMINATING & GOVERNANCE COMMITTEE MEETING**

**HELD IN-PERSON AT TORONTO LANDS CORPORATION OFFICE**

**AND VIRTUALLY VIA MICROSOFT TEAMS**

**January 21, 2025, 6:00 PM**

**The following committee members were present:**

Aleem Punja, Citizen Director and Committee Chair (in-person)

John Filion, Citizen Director (in-person)

Dan MacLean, Trustee Director (virtual)

Shelley Laskin, Trustee Director (regrets)

Leola Pon, TDSB Staff Director (in-person)

**The following TLC staff were present:**

Ryan Glenn, Chief Executive Officer (In-Person)

Liv Bautista, General Counsel (In-person)

George Kralidis, Head of People and Culture, (Virtual)

Markus O’Brien Fehr, Manager, Communications & External Relations (In-Person)

Linda Pietrangelo, Head of Corporate Governance & Accountability (In-Person)

**The following guests were in attendance:**

Marianne Love, ML Consulting

1. **Call to Order & Confirmation of Quorum**

There being a quorum present, and the Directors having been given adequate and proper notice of the meeting, the meeting was called to order by Aleem Punja, Committee Chair at 6:00 PM (EST).

1. **Land Acknowledgement**

Aleem Punja, Committee Chair, read the following land acknowledgment:

We acknowledge we are hosted on the lands of the Mississaugas of the Anishinaabe, the Haudenosaunee Confederacy and the Wendat. We also recognize the enduring presence of all First Nations, Métis, and the Inuit peoples.

1. **Declaration of Conflict of Interest under the Municipal Conflict of Interest Act and the Ontario Business Corporation Act**

None noted.

1. **Approval of the Agenda/Other Business**

Leola Pon seconded by John Filion moved that the agenda be reordered to move item 6.2 *TLC Pay Equity Review* be the first item on the agenda.

The motion was carried.

1. **Approval of Minutes of the Human Resources, Nominating and Governance Committee**

No errors or omissions were identified.

Leola Pon seconded by John Filion moved that the Minutes of the Human Resources, Nominating and Governance Committee from September 26, 2024, be approved as distributed.

The motion was carried.

## Staff Reports:

1. **TLC Pay Equity Review [01-030]**

Marianne Love, of ML Consulting provided a presentation to the Committee identifying that she was engaged by to undertake a review of TLC’s job classes and to ensure TLC is in compliance with the Ontario Pay Equity Act given the substantial organizational changes over the last year.

Leola Pon seconded by John Filion moved that the HRNG Committee receive the report, TLC *Pay Equity Review,* for information.

The motion was carried.

1. **TLC Conflict of Interest & Confidentiality Policy – Update on TDSB Legal Opinion and Next Steps [01-029]**

TLC provided an overview to the Committee with respect to the report identifying that with the TDSB Legal opinion now received, TLC staff would be working with TDSB Legal Services to bring forward a revised policy for the committee’s review and consideration at a subsequent meeting.,

Dan MacLean seconded by Leola Pon moved that staff bring back a revised Conflict of Interest Policy to a special meeting of the Human Resources, Nominating and Governance Committee (HRNG) in February-March 2025.

The motion was carried.

1. **2024-2025 TLC Organizational Structure and Chart [01-031]**

George Kralidis, Head of People and Culture, presented TLC’s Organizational Chart and Structure for 2024-2025. G. Kralidis noted that through an assessment of the business needs of the organization, the structure appropriately meets TLC’s business requirements and further, is in alignment with the goals under the CEO’s Performance Appraisal for 2024-2025.

Leola Pon seconded by John Filion moved that the report and organization chart be received for information.

The motion was carried.

1. **Governance Workplan [01-032]**

Linda Pietrangelo, Head of Corporate Governance and Accountability provided a presentation of the workplan for the remainder of fiscal 2024-2025 including priority items forthcoming and potential future deliverables.

Leola Pon seconded by John Filion moved that that the report be received for information.

The motion was carried.

1. **Communications Work Plan [01-033]**

Markus O’Brien Fehr provided a presentation of the work in communications to date and future work to be undertaken over the remainder of fiscal 2024-2025.

John Filion seconded by Dan MacLean moved that the report in Appendix A be received for information.

**7. Adjournment of Meeting**

At 7:02 PM, on a motion made Leola Pon seconded by John Filion, the meeting adjourned.