

BOARD OF DIRECTORS MEETING

Date: March 13 2023

Time: 18:30

Location: Virtual (Zoom)

PRESENT: *Jessica LeBlanc, Bailey Ryan, Robert LaValley, Cody Ackland, Megan Dawson, Shireen Bangash, Jordan Lefavre, Curtis Steeves, Zack Elias, Annalise Acorn, Patrick Coones, Barbra Dowker*

REGRETS: *Austin Corbett, Kaleb Moore, Melissa Smith, Allison Crumpton.*

18:35

CALL TO ORDER

Moved: *Megan Dawson*

Seconded: Cody Ackland

Carried: Unanimous

BOARD OF DIRECTORS MINUTES

R.L has indicated that there was a proxy vote send out to approve the November 30, 2022 Board meeting minutes, which has been approved prior to this meeting.

1. REPORTS

Chairperson

- a. R.L has asked B.R to summarize the sequence of events of a past decisions of the previous executive coordinator in relation to previous allegations regarding a current day leader. This dayleader re- applied to become a 3L dayleader for the 2023 year, however, based on the previous coordinators reference it was determined that SLS should be cautious of re-hiring them back, based on allegation of sexual harassment, from another organization, for which the dayleader was let go from. Due to there being no formal complaint from any SLS member, the previous executive coordinator along with the Family coordinator took preemptive measures and did not schedule any female volunteers to the dayleader's call shift. The Board of Directors determined that B.R. will supervise the remainder of the dayleader's call shifts. The Board of Directors had some concerns as to why this situation was never reported in the management meeting minutes, or why the never received any communications regarding this situation. R.L has concerns that this situation was deliberately hidden, however, after further discussion it was revealed that there was a lack of communication, between the previous coordinators and the management team.

Motion: to form a committee to investigate some of the shortcomings, and make long term recommendations for SLS.

Moved: *Cody Ackland*,

Seconded: *Megan Dawson*,

Carried: Unanimous

- b. This committee will be called the safe workplace committee, and the chairman of this committee will be C.A, followed by other members who have joined which will be M.D, Z.E, C.S, and S.B.

Vice-Chairperson

- i. Nothing to report.

Executive Coordinator

a. Interviews

- i. B.R has indicated that interviews were had, and the management committee went into the interviews with the intention of hiring people with SLS future in mind, and with realistic time expectations of what it takes to be a dayleader with SLS, in the hope to not lose any dayleaders in the coming years.

Administrator

a. In-person meetings:

- i. J.L has inquired on the interest of having Board of Director meeting in person, however, after some discussion, it was determined that the virtual option is convenient for most, and will continue as is.

Sub-committees

a. By-law/Policy Review

- i. R.L had indicated that with the new workplace safety committee being motioned, C.A should also have a look into the by-laws and policy review to see if changes need to happen.
- ii. The workplace safety committee with liaise with the bylaw/policy review committee to coordinate an annual review of the policy's

Management Committee/Employee Relations

a. Nothing to report.

Financial/Funding

- a. R.L has indicated that he spoke with P.C with regards to updating the financial/funding policy, and P.C will look into it.
- b. New office space:

- i. After some discussion with regards to the increase in payment for the new office space, It was determined that the financial committee will reach out to S. D with regards to the new corona office space. C.A believes that the space would be able to accommodate all SLS projects, and potentially assist in the long term of SLS, especially when the ECH office is torn down in the next 36 months, then students have a place to go, until a new space opens up at the University. R.L indicated that the outlook suggest the move will happen, once Harriett decides to retire, and that B.R will reach out the management team, to determine if the move is something they agree to.

Strategic Planning

- a. R.L has indicated that B.S was the chair of this committee, however, B.S is no longer on the Board of Directors and a new chair needs to be establish, S.B has volunteered to be the new chair of this committee, and will develop a strategic plan with the new management committee.

Appointment Committee

- a. Nothing to report.

Experiential Learning Committee

- a. This committee has been tabled, however, M.D has indicated that this committee, would be a great committee for the suggestions outlined in the feedback document stating the stressors with mental health, and the struggles with being a coordinator/ day leader as well as the time the organization requires of their day leaders and coordinators, while financially supporting oneself. After some discussions with regards to who on the faculty and what a partnership would ideally look like, J.L has suggested a grant, however, R.L tabled the rest of the conversation to be spoke about in the indigenous priority hiring section.

2. OLD BUSINESS

Management Meeting Minutes

- a. C.S had a question with regards, to how S.K is doing after her fall down the stairs at the Corona office. B.R reported that S.K is doing well.
- b. C.A had advised that there is no hesitation with having a faculty member doing an indigenous training, B.R indicated that she did not have any indigenous training last year, C.A has advised that there usually is a Gladue training that occurs, and suggest that resources should be lined up to present. M.D was concerned that the continuity of training as not been followed, and that it should have been done.

- c. R.L had a question with regards to Jerimiah Winters and his conduct that was reported in the minutes, R.L would like to speak to the person directly to obtain some more information, to determine if there is some action needed to be taken.
- d. R.L had some concerns with regards to the ineffective assistance of counsel within the minutes, as it would need to be determined who the lawyer is, to make sure it's not anyone at other firms the Board of Directors works with, also would like to speak to the day leader who is working on this matter.
- e. R.L would like to know if anything negative happened with J.M getting off the record.

Indigenous priority hiring:

1. B.R has advised that the past Legal Education coordinator K.J had been working on an indigenous priority hiring project with feedback from ILSA, on their lack of participation from indigenous communities within SLS. The management committee reviewed the document as a team, however, there was not enough time to adequately address the concerns before the hiring process took place, however, was aware how indigenous people are effected by poverty, which can result in lack of indigenous volunteering or working for SLS. The conversation within the management committee quickly changed to more concerns that the day leaders and coordinators have with the amount of time, stress and mental health concerns that come with being a dayleader or coordinator, which can create hostility between projects. After some discussion it has been proposed that course credit or payment during the year to elevate some of the burden would be ideal. R.L has advised that this is a re occurring issue within the years before. A.A has indicated that there may be some bursaries that are available to SLS, and a possibility to raise money for indigenous student's volunteering with SLS as well. C.A and B.R will discuss in further detail what could be done.

NEW BUSINESS

- a. SLS involvement with Judge Philp.
 - i. R.L advised that Judge Philp approached him with regards to creating a partnership with SLS in some capacity, with the understanding that he is looking to create something that would be in honor of Judge Stevens and some pro-bono work. R.L has asked B.R to speak to the management committee to determine if they are able to assist or interested in working with Judge Philp, and then speak to Judge Philp.
- b. Next Board of Directors meeting
 - i. J.L will send out a doodle poll for the next Board of Directors meeting.

ADJOURNMENT

Motion: To adjourn Board of Directors meeting at 20:31

Moved: Curtis Steeves

Seconded: *Zack Elias*

Carried: Unanimous



Bailey Ryan
Executive Coordinator



Robert LaValley
SLS Board Chair