



**BOARD OF GOVERNORS**  
**Governance, Nominations and Human Resources Committee (GNHR)**

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**Minutes of the Public Session of the Meeting of January 30, 2025**  
**2:01 p.m. to 2:24 p.m. Videoconference**

**Attendees:** Gaurav Singh (Chair), Frank Carnevale (Vice-Chair), Laura Elliott, Mitch Frazer, Neeraj Grotra, Steven Murphy, Kim Slade, Dwight Thompson,

**Staff:** Kirstie Ayotte (Secretary), Jamie Bruno, Nicola Crow, Krista Hester, Les Jacobs, Jennifer MacInnis, Lori Livingston, Andrew Sunstrum, Sarah Thrush

**Guests:** Chelsea Bauer, Mikael Eklund, Christine McLaughlin

**1. Call to Order**

The Chair called the meeting to order at 2:01 p.m. and read aloud the Land Acknowledgement.

**2. Agenda**

*Upon a motion duly made by D. Thompson and seconded by F. Carnevale, the January 30, 2025, GNHR Agenda, including the contents of the Consent Agenda, were approved as presented.*

**3. Conflict of Interest Declaration**

There was none.

**4. Chair's Remarks**

The Chair welcomed attendees to the first GNHR Committee meeting of 2025, acknowledging both the New Year and the Lunar New Year, noted as the Year of the Snake, symbolizing opportunities and success. Committee members were reminded of some meeting protocols, and Public session attendees welcomed though unable to participate or engage in any way in the meeting.

Several recognitions were highlighted: President Steven Murphy received the King Charles III Coronation Medal, Dr. Barbara Perry was awarded the Order of Canada, and Chancellor Mitch Frazer also received the King Charles III Coronation Medal. The Chair also acknowledged Black History Month, emphasizing this year's theme of Black Legacy and Leadership, Celebrating Canadian History, and Uplifting Future Generations.

## 5. **President's Remarks**

The President welcomed attendees and highlighted the recent staff appreciation event, where over 500 staff and their families attended the Carriage Cup at the Tribute Community Centre to support the Ontario Tech Men's hockey team. He was happy to report that Ontario Tech has maintained its top reputation, with applications surpassing 13,000 for the second consecutive year – a 70% increase since 2021. He also acknowledged the University's financial sustainability challenges, which leadership is addressing through discussions with Deans, Faculty Councils, and administrative units and referenced a recent Town Hall that fostered meaningful dialogue and emphasized the need for innovative approaches aligned with Ontario Tech's tech-focused, industry-driven mandate. A detailed update will be provided at the February Board meeting.

## 6. **Nominations**

### 6.1 **Elections 2025: Key Process and Key Dates\* (M)**

N. Crow noted that one position was open for election – the Student Governor position, and that the current incumbent is eligible for re-election should they choose to run again. She highlighted that the timelines reflect the same process as last year and advised that updates on the election and next steps from a Board perspective will be brought to subsequent GNHR meetings.

*Upon a motion duly made by F. Carnevale and seconded by L. Elliott, the Governance and Human Resources Committee approved the proposed election process for 2025 as presented.*

## 7. **Governance**

### 7.1 **23-24 Annual Consolidated Human Rights Report\* (U)**

A. Sunstrum noted that the Annual Report covers the period from April 1, 2023, to March 31, 2024, and highlights the Human Rights Office's work in addressing human rights complaints under the Ontario Human Rights Code and manages the University's Sexual Violence Prevention program. He noted key initiatives for the reporting period included: launching mandatory campus-wide training on gender-based violence, updating the Office's website, and conducting consultations to review the Student Sexual Violence policy and procedures. He also noted a 21% increase in cases, attributed to enhanced education and communication efforts and a 75% rise in informal and early resolutions, reflecting the Office's focus on prevention and early intervention to address issues before they escalate.

In response to a question about next steps, A. Sunstrum outlined upcoming priorities for the Human Rights Office. He noted that, in line with a new Ministry directive on addressing Anti-Hate and Anti-Racism, the University is launching policy guidelines under the Respectful Campus Policy to clarify obligations and provide guidance on handling related incidents.

The Office is also expanding communications through campus-wide posters and digital materials. New online training modules on general human rights and anti-harassment, modeled after the gender-based violence modules, will be launched soon, with the goal of increasing campus engagement.

He added that individuals can confidentially seek support for gender-based violence, with or without filing a report. If a report is not filed, the Office does facilitate access to internal and external services. An anonymous tip line exists for sexual violence cases, and a new anonymous complaint process for other human rights issues is being introduced. While anonymous reports support data tracking, follow-up is limited without direct contact, so it is important to strike the right balance.

The Chair thanked A. Sunstrum for the Report.

**8. Consent Agenda (M)**

- 8.1 Minutes of the Public Session of the Meeting of October 24, 2024\* (M)
- 8.2 Board of Governors Meeting Dates: 2024-2025 Revisions\* (I)
- 8.3 Board of Governors Meeting Dates: 2025-2026; 2026-2027\* (I)

*The Chair confirmed that the contents of the Consent Agenda were approved and received under Agenda Item #2.*

**9. Adjournment**

*There being no other business, upon a motion duly made by L. Elliott, the Public session of the GNHR meeting adjourned at 2:24 p.m.*

Kirstie Ayotte, Assistant University Secretary