

**BOARD OF GOVERNORS**  
**GOVERNANCE, NOMINATIONS & HUMAN RESOURCES COMMITTEE (GNHR)**

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**Minutes of the Public Session of the October 30, 2025 Meeting  
via Videoconference  
2:01 p.m. - 2:25 p.m.**

**Governors Present:**

Gaurav Singh, Chair  
Frank Carnevale, Vice-Chair  
Mitch Frazer  
Lorraine Gray

Neeraj Grotra  
Steven Murphy  
Dwight Thompson

**Regrets:**

Laura Elliott

**Staff and Guests:**

Kirstie Ayotte (Secretary)  
Jamie Bruno  
Nicola Crow  
Krista Hester

Lori Livingston  
Jennifer MacInnis  
Sarah Thrush  
Andrew Sunstrum

**Guests:**

**1. Call to Order and Land Acknowledgement**

The Chair called the Public Session of the Governance, Nominations & Human Resources Committee (GNHR) Meeting to order at 2:01 p.m. and provided the Land Acknowledgement.

**2. Agenda**

*Upon a motion duly made by F. Carnevale and seconded by D. Thompson, the Agenda was approved as presented including approving and receiving the Consent Agenda and its contents as presented.*

**3. Conflict of Interest Declaration**

None declared.

**4. Chair's Remarks**

The Chair welcomed returning and new GNHR Members to the first meeting of the 2025-2026 Board year. He outlined meeting protocols, including noting Public session attendees were welcome though unable to participate or engage in the meeting.

The Chair also expressed appreciation for the work reflected in the agenda, noting its strong mix of strategic discussions and compliance matters.

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

The President highlighted recent University achievements, including the launch of the School of Ethical AI (SEAI) and the Mindful AI Research Institute (MAIRI), expanded AI For Good collaborations with Massachusetts Institute of Technology (MIT) and the Vector Institute, and the introduction of *Watt Next*, a youth focused energy engagement initiative with OPG and the Ontario Science Centre.

The President further reflected on the success of Fall Convocation and thanked Governors for their participation. He also noted that despite the ongoing situation in the international student sector, enrollment remains strong, supported by programs that equip students with the skills necessary for the workplace, such as critical reasoning, teamwork, entrepreneurship, and resilience.

## 6. **GNHR Annual Terms of Reference**

N. Crow provided the GNHR Terms of Reference Annual Review, noting that the review helps the Committee orient its work for the upcoming year. She outlined the Committee's three core areas, governance, nominations, and human resources, which will guide agenda topics and discussions throughout the year.

## 7. **Compliance and Policy**

### 7.1 **2024-2025 Annual Consolidated Human Rights Office Report \* (I)**

A. Sunstrum presented the Human Rights Office Annual Report for April 1, 2024, to March 31, 2025. He outlined the continued growth in human rights related cases, though at a slower rate, with much of the increase stemming from consultations and general human rights matters, which are viewed as positive opportunities for early intervention and prevention.

A. Sunstrum also noted as new this year, the expanded reporting under the Ministry's 2024 Anti-Racism and Anti-Hate directives and the inclusion of Student Sexual Violence program data.

In response to a question about breaking down the rise in general human rights consultations by theme and measuring success, A. Sunstrum explained that most involve issues of disrespect, policy consultations, and general inquiries. He noted that investigation numbers have remained stable, indicating many issues are resolved prior to escalation.

### 7.2 **Respectful Campus Policy & Procedures\* (M)**

A. Sunstrum presented the annual legislative review of the Respectful Campus Policy and its associated Procedures, which this year also included recommended amendments. He explained that from this year's review, amendments were identified to align the employee and student facing procedures and to incorporate requirements arising from the Ministry's Anti-Hate and Anti-Racism directives. These amendments included adding some definitions, establishing an

anonymous complaint mechanism, clarifying when social media or off campus content is considered connected to the University, and outlining how cases simultaneously addressed by external authorities will be managed.

*Upon a motion duly made by F. Carnevale and seconded by S. Murphy, the Governance, Nominations & Human Resources Committee, hereby approves the amendments to the Procedures to Prevent and Address Discrimination and Harassment by or Against Employees and the Procedures to Prevent and Address Discrimination and Harassment by or Against Students, and recommends the approval of the amendments to the Respectful Campus Policy by the Board of Governors, as presented.*

**8. Consent Agenda\* (M)**

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

**8.1 Minutes of the Public Session of the Meeting of June 13, 2025\* (M)**

**9. Adjournment (M)**

There being no other business, and upon a motion duly made by L. Gray the Public Session of the GNHR Committee Meeting adjourned at 2:25 p.m.

Kirstie Ayotte, Assistant University Secretary