

**THE GEORGE BROWN COLLEGE  
OF APPLIED ARTS AND TECHNOLOGY**

**BOARD OF GOVERNORS  
PUBLIC SESSION MINUTES**

**DECEMBER 8, 2010  
200 KING ST EAST, TORONTO  
5:30 P.M.**

<b>Present:</b>	Rahul Bhardwaj ( <i>via phone</i> ) Laurie Cook Michael Eubanks Chris Griffin Robert Luke	Marilou Martin James McPhedran Lynn Nagle Nathaniel Fleming Christine Raissis	Anne Sado Tom Tomassi David Wilkes Bob Wong
<b>Guests</b>	Michael Cooke Dale Hall	Eugene Harrigan Yves Hébert	Ric Ho Nancy Hood
<b>Regrets:</b>	Minaz Abji	Jan Rush	
<b>Minutes:</b>	Diane Fantinato		

*Note: Items do not necessarily appear in the order they were discussed.*

ITEM	DISCUSSION	ACTION
<b>1.0</b>	<p><b>Chair's Report</b> Chair Michael Eubanks brought the meeting to order. He acknowledged that Anne Sado was recently inducted into U of T's prestigious Engineering Hall of Distinction and was recently recognized with Canada's Most Powerful Women: Top 100 Award. On behalf of the Board, he congratulated Anne on these fine achievements.</p> <p>An Executive Committee meeting was held on November 17. Discussions were around various real estate opportunities and the increase of the College's commitment to the Waterfront Campus. Both items were discussed in detail at the Finance and Property Committee meetings and are included in the minutes.</p>	
<b>2.0</b>	<p><b>Consent Agenda</b></p> <p><b>THAT the Board of Governors approves the consent agenda for the December 8, 2010 meeting which includes the following items:</b></p> <ul style="list-style-type: none"> <li>▪ Approval of the October 13, 2010 Minutes of Board of Governors meeting</li> <li>▪ Approval of 2011 Audit Plan</li> <li>▪ Approval of the Statement of Operations and the Statement of Financial Position as the College's interim report for the period ending October 31, 2010 to be submitted to the Ministry of Training, Colleges and Universities in accordance with the Ministry's Business Plan Operating Procedures.</li> </ul> <p>Moved: David Wilkes      Seconded: Chris Griffin      <b>CARRIED</b></p>	<b>MOTION 10-02-01</b>
<b>3.0</b>	<p><b>HR Strategic Review and Employment Equity Results</b></p> <p>The following presentations were made to the Board:</p> <ul style="list-style-type: none"> <li>▪ <b>Employment Equity Results</b> - Dale Hall, Human Rights Advisor, presented the 2010 Employment Equity Survey results as compiled by Dr. Edward Harvey. The main objective of the survey is to update the employment equity database for GBC permanent employees and analyze patterns. Dale discussed the methodology used to compile the statistics. Data regarding female representation, visible minorities,</li> </ul>	

persons with disabilities, and aboriginal persons was reviewed. We continue to support the aboriginal internship program at GBC and we are currently working closely with a number of agencies in Toronto. Other initiatives include the 'nursing pilot project', which gives support to the academic chairs, assists in promoting equity hiring and will allow us to make recommendations regarding hiring protocols for other areas in the College. In 2004, a part-time employee survey was launched. The results show a more accurate percentage of individuals in our part-time group that allows us to draw on this pool to convert to full-time positions. Employment Equity will be embedded in our talent management and succession planning.

The Board would appreciate if there was a way to track progress over the past ten years as this information would prove more valuable to the members.

It was also announced that GBC is the recipient of Canada's Best Diversity Employer 2010 and for the third year in a row, Top 100 Employer 2011.

- **2020 Strategic Imperative – "High Performing Organization" Overview** - Nancy Hood, Executive Director of Human Resources, outlined the overall context and direction of the Human Resources (HR) Strategic Plan for the next three years in support of GBC's 2020 Strategic Plan. She presented opportunities and challenges and how both will be addressed. She also explained the key components of the 2011-13 HR plan which will assist in supporting the key strategic imperative of building a high performance organization. It was noted that the resources required to achieve the outcomes would be mapped and that any gaps noted. The Board has requested to keep apprised on any high risk items and to keep a line of sight when moving forward on critical components of the plan over the next three years

#### 4.0 Colleges Ontario Report

The following highlights from the last Colleges Ontario Committee of President's meeting were reviewed:

- **Higher Education Summit** – Colleges Ontario conference launched a new format of the annual conference now called the Higher Education Summit in November. It allows for higher political and stakeholder engagement and is more accessible to everyone.
- **Colleges Ontario's Strategic Plan** – Presidents have reviewed a draft of a new three-year strategic plan for Colleges Ontario. As we are entering a year of a provincial election, we need to understand what the priorities are for the government. A smaller committee of presidents will work on prioritizing the directions in the plan.
- **Colleges' Election Platform** – Presidents received an update on the strategy for the colleges' platform for the 2011 Ontario election. The platform will focus on a number of issues, which includes a long list of tactics to be prioritized.

#### 5.0 President's Report

The President's Report is structured to align with the Balanced Scorecard and the college objectives. Due to time, A. Sado outlined a few items in her report. The full report will be distributed to the members via email.

There being no further business, the meeting was adjourned to a private session.