

**MINUTES of the Open Session of the Meeting of the
Human Resources, Governance and Stakeholder Relations Committee of
Toronto Waterfront Revitalization Corporation
Via Microsoft Teams Teleconference
Monday, June 10, 2024 at 1:00 p.m. local time**

PRESENT: Wende Cartwright (Chair)
Rahul Bhardwaj
Paul Khawaja

REGRETS: Deputy Mayor Ausma Malik

ATTENDANCE: WATERFRONT TORONTO

George Zegarac - President and CEO
Ian Ness - General Counsel
Lisa Taylor - Chief Financial Officer
Kevin Greene - Chief Operating Officer
David Kusturin - Chief Project Officer
Joe Cressy - Chief of Staff
Julius Gombos - SVP, Project Delivery
Pina Mallozzi - SVP, Design
Kristina Verner - SVP Strategic Policy & Innovation
Cameron MacKay - VP, Strategic Communications and Engagement
Rose Desrochers - VP Human Resources and Administration
Ed Chalupka - Director, Government Relations
Mira Shenker - Director, Communications & Public Engagement
Carol Webb - Senior Manager, Communications & Public Engagement
Catherine Murray - Associate General Counsel
Kayly Richardson - Human Resources Manager
Charmaine Miller - Executive Assistant to the CEO & Board Admin

Also, in attendance for all or part of the meeting were:

- Jack Winberg, Drew Fagan - Directors, Waterfront Toronto
- Anamika Srivastava, Stephanie Alessi, Jasmine Haghighi – Housing, Infrastructure and Communities Canada
- Cory MacDonald - Ontario Ministry of Infrastructure
- Jay Paleja - Waterfront Secretariat, City of Toronto

Ian Ness acted as secretary of the meeting. The Chair welcomed everyone to the meeting of the Human Resources, Governance and Stakeholder Relations Committee (“HRGSR” or the “Committee”) of the Toronto Waterfront Revitalization Corporation (“Waterfront Toronto” or the “Corporation”).

With notice of the meeting having been sent to all members of the Committee in accordance with the Corporation's By-laws and a quorum being present, the Chair called the meeting to order at 1:01 p.m. and declared that the meeting was duly constituted for the transaction of business.

1. Land Acknowledgement

Wende Cartwright acknowledged Indigenous Peoples' presence and connections to lands under revitalization by Waterfront Toronto.

2. Motion to Approve Agenda

The Chair advised of a proposed change to the agenda, to discuss item 6 (New Director Onboarding) in the closed session.

ON MOTION duly made by Paul Khawaja, and seconded by Rahul Bhardwaj and carried, it was **RESOLVED** that the revised Agenda, for the day's meeting be approved.

3. Declaration of Conflicts of Interest

There were no conflicts of interest declared.

4. Consent Agenda

a) Draft Minutes of the Open Session of the Committee meeting held on March 7, 2024

ON MOTION duly made by Rahul Bhardwaj, seconded by Paul Khawaja and carried, it was **RESOLVED** that the Minutes of the Open Session of the HRGSR Committee meeting held on March 7, 2024 be approved, as tabled.

b) Environmental, Social and Governance (ESG) update

An updated ESG report was provided for information to the Committee. The material was taken as read and there were no items of concern to be highlighted.

c) Human Resources (HR) Update

Rose Desrochers, VP Human Resources & Administration provided a report containing an overview of the Human Resources (HR) practices at Waterfront Toronto over the last fiscal quarter that focused on the following HR areas: Recruitment, Organizational Effectiveness, Learning and Development, Performance Evaluation, Rewards and Recognition and Diversity, Equity and Inclusion. The report also contained a dashboard on KPIs for the fiscal quarter and fiscal year end, including previous quarters and fiscal years for comparison and to identify trends.

5. 2023-24 Corporate Accomplishments

The CEO presented a report highlighting some of Waterfront Toronto's accomplishments for this past fiscal year. The Committee Chair noted that this was another extremely busy year for Waterfront Toronto and much had been accomplished including developing a vision and business case for the next phase of revitalization, secured additional funding for PLFP, progressed both the Waterfront East LRT and Quayside Infrastructure design work, opened new Cherry Street and finished work on both Love Park and the Legacy Art Toronto park.

The CEO presented a summary of the 2023/24 Planning for Success (PFS) rating results for all 68 eligible staff below the CEO along with comparison results for 2022/23.

6. New Director Onboarding

This item was discussed in the closed session of the meeting after item 8.

7. Motion to go into Closed Session

In accordance with By-Law No. 2 of the Corporation and **ON MOTION** made by Paul Khawaja, and seconded by Rahul Bhardwaj, and carried, the Committee **RESOLVED** to go into Closed Session to continue discussions on items 6 & 8. The exception relied on for the discussion for item 8 in the closed session is provided in the Minutes of the Open Session of the March 7, 2024 HRGSR Committee meeting contained in item 4(a) of this agenda, for item 6 is Section 6.1.1(g), for item 9 is Section 6.1.1(k), and for item 10 is Section 6.1.1(b) of By-Law No. 2. The Committee will reconvene in public session at the conclusion of the closed session discussions in order to vote on any matters requiring decisions that were considered in the closed session.

8. Consent Agenda

Draft Minutes of the Closed Session of March 7, 2024 HRGSR Committee meeting

6. New Director Onboarding

9. Strategic Communications

10. Year-end Performance Assessment for the CEO & Executives

For the period April 1, 2023 to March 31, 2024 and compensation recommendations for April 1, 2024 to March 31, 2025 (Directors Only)

11. Motion to go into Open Session

ON MOTION duly made by Rahul Bhardwaj, seconded by Paul Khawaja and carried, the Committee **RESOLVED** to go into Open Session.

12. Resolution Arising from the Closed Session

Item 8 Draft Minutes of the Closed Session March 7, 2024 Meeting

ON MOTION duly made by Paul Khawaja and seconded by Rahul Bhardwaj and carried, it was **RESOLVED** that the Minutes of the Closed Session of the HRGSR Committee meeting held on March 7, 2024 be approved as tabled.

13. Termination of the Meeting

There being no further business, **ON MOTION** duly made by Paul Khawaja, seconded by Rahul Bhardwaj, and carried, it was **RESOLVED** that the meeting be terminated at 3:08 p.m. local time.

14. Directors Only Session

Committee Chair

Secretary of the Meeting