



HUMAN RESOURCE COMMITTEE AGM REPORT OCTOBER 31, 2022

Committee Members

Dean Hustwick, Board Chair
Dayna Maaten, Committee Chair
Paul, Osland, CEO
Alex Teijeira, VP Global Employee and Labour Relations, Scotiabank
Meshell Lynch-James, AO Board Member

Committee Meetings

1. April 12, 2022
2. July 12, 2022
3. October 4, 2022

Attendance at Committee Meeting(s)

Dean Hustwick	(3/3)
Dayna Maaten	(3/3)
Paul, Osland	(3/3)
Alex Teijeira	(2/3)
Meshell Lynch-James	(2/3)

Summary

The Committee reviewed, recommended, and oversaw specific human resources initiatives aligned with Athletics Ontario's strategic priorities, organizational structure, vision, and mission. Much of the work undertaken by the Committee this past year focused on:

1. Conducting a review of the Performance Management Process
2. Setting up the organization to achieve policy and training compliance
3. Updating the Committee Terms of Reference

It was determined that the current Performance Management and Incentive Plan structure remains viable and aligned with industry best practices. However, the goals and how they are determined will be adjusted going forward to include a more collaborative process with the Board to facilitate focus on key pillars that will drive success for AO in the short and long term.

The Committee engaged HR Covered, and HR consulting service, to review and update the

organizations policies to ensure compliance and provide all required legislative training.

The Committee remains committed to developing and implementing appropriate, timely programs and best practices for Staff as they work to advance AO's interests.

Respectfully submitted,

Dayna Ward
Human Resources Committee, Chair

cc: HR Committee