



## **HUMAN RESOURCE COMMITTEE AGM REPORT OCTOBER 31, 2023**

### **Committee Members**

Dean Hustwick, Board Chair  
Dayna Maaten, Committee Chair  
Paul, Osland, CEO  
Alex Teijeira, Arlington Partners International  
Meshell Lynch-James, AO Board Member

### **Committee Meetings**

1. January 10, 2023
2. April 18, 2023
3. July 11, 2023
4. October 17, 2023

### **Attendance at Committee Meeting(s)**

Dean Hustwick	(4/4)
Dayna Maaten	(4/4)
Paul, Osland	(4/4)
Alex Teijeira	(3/4)
Meshell Lynch-James	(4/4)

### **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. Listening Sessions with Staff
2. Additional human resources in the marketing and communications realm
3. Achieving policy and training compliance

The purpose of the staff listening sessions were to gather insight from staff as to what is going well and where there are opportunities for improvement within the organization. Main themes were identified where the organization can augment the employee and membership experience. Some are actionable immediately and others will require a longer lead time to implement.

The Committee assessed the need for additional human resources across the business in January and determined that a Director of Communications, Marketing and Partnerships would bring the most value to the organization through a short term contract.

The Committee engaged HR Covered, an HR consulting service, they along with the HR Committee have reviewed and updated 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