



HUMAN RESOURCE COMMITTEE AGM REPORT SEPTEMBER 22, 2024

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 16, 2024
2. April 9, 2024
3. July 16, 2024

Attendance at Committee Meeting(s)

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

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. Reviewing outcomes and actions taken as a result of the 2023 Listening Sessions with Staff
2. Reviewing current policies
3. Reviewing the CEO Performance Review Process

The purpose of the staff listening sessions in 2023 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 could augment the employee and membership experience. The Committee has been kept abreast of the actions the CEO has taken with staff in 2024, all are yielding positive results. This years session will

be scheduled in Q4.

The Committee completed a review of the Equity and Access policy and the Accessibility policy. The next review will occur in 2027.

The Committee has engaged in a review of the current CEO Performance Review process. The objective is to streamline the process with a simpler version that focuses on strategic priorities and goals that will drive success of the organization. The intention is to have the new process in place for next year.

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