

**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  
Thursday, November 7, 2024 at 9:00 a.m. local time**

**PRESENT:** Rahul Bhardwaj (chair)  
Wende Cartwright  
Paul Khawaja

**REGRETS:** Deputy Mayor Ausma Malik

**ATTENDANCE: WATERFRONT TORONTO**  
George Zegarac - President and CEO  
Ian Ness - General Counsel  
Lisa Taylor - Chief Financial Officer  
Meg Davis - Chief Development Officer  
Kevin Greene - Chief Operating Officer  
David Kusturin - Chief Project Officer  
Joe Cressy - Chief of Staff  
Kristina Verner - SVP Strategic Policy & Innovation  
Cameron MacKay - SVP, Strategic Communications and Engagement  
Rose Desrochers - VP Human Resources and Administration  
Kayly Richardson – Human Resources Manager  
Ed Chalupka - Director, Government Relations  
Pina Mallozzi – SVP, Design  
Julius Gombos – SVP, Project Delivery  
Charmaine Miller - Executive Assistant to the CEO & Board Admin  
Kathleen Pollard - Board Administrative Assistant

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

- Drew Fagan, Director, Waterfront Toronto
- Anamika Srivastava, Stephanie Alessi – Housing, Infrastructure and Communities Canada
- Courtney Childs – 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 9:00 a.m. and declared that the meeting was duly constituted for the transaction of business.

**1. Land Acknowledgement**

Rahul Bhardwaj acknowledged Indigenous Peoples' presence and connections to lands under revitalization by Waterfront Toronto.

**2. Motion to Approve Agenda**

**ON MOTION** duly made by Paul Khawaja, and seconded by Wende Cartwright and carried, it was **RESOLVED** that 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 September 12, 2024**

**ON MOTION** duly made by Wende Cartwright, seconded by Paul Khawaja and carried, it was **RESOLVED** that the Minutes of the Open Session of the HRGSR Committee meeting held on September 12, 2024, be approved, as tabled.

**5. Information Items**

**a) Environmental, Social and Governance (ESG) report**

At the meeting a report on ESG was presented. The report was taken as read.

**b) Human Resources (HR) Update**

i. The Committee received 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 was taken as read and Rose Desrochers, VP Human Resources & Administration, dealt with questions that were raised.

ii. The Committee also received a report from Rose Desrochers providing an update on the HR Practices and Policies (Guidelines) of the Corporation that outline boundaries, accountabilities and practices within the workplace of Waterfront Toronto.

**6. Consideration of Governance Documents**

The Committee was informed that, after review and consideration of the 14 key governance documents, and after receiving input from management, from Committee members, external counsel and the Board and Committee Chairs, no changes were recommended at this time.

**7. Motion to go into Closed Session**

In accordance with By-Law No. 2 of the Corporation and **ON MOTION** made by Wende Cartwright, and seconded by Paul Khawaja, and carried, the Committee **RESOLVED** to go into Closed Session to continue discussions on items 8, 9, 10, 11, 12 and 16. The exception to the Open Meeting Law relied on to continue the discussion for item 8 is provided in the minutes of the Open Session of the September 12, 2024 HRGSR Committee meeting contained under item 4(a) of this agenda, for items 9 & 16 is Section 6.1.1(b), for items 10, 11 & 12 is Section 6.1.1(k) of By-Law No. 2. The Committee continued in Closed Session.

**8. Consent Agenda**

**Draft Minutes of the Closed Session of the September 12, 2024 HRGSR Committee meeting**

**9. Board Matrix**

**10. Stakeholder Relations Report**

**11. Business Case & Tri-Government Engagement – Next Phase of Waterfront Revitalization**

**12. Waterfront Toronto Long-Term Strategic Planning**

**13. Motion to go into Open Session**

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

**14. Resolution Arising from the Closed Session**

**Item 8 Draft Minutes of the Closed Session September 12, 2024 Meeting**

**ON MOTION** duly made by Wende Cartwright and seconded by Paul Khawaja, and carried, it was **RESOLVED** that the Minutes of the Closed Session of the HRGSR Committee meeting held on September 12, 2024, be approved as tabled.

**15. Termination of the Meeting**

There being no further business, **ON MOTION** duly made by Wende Cartwright, seconded by Paul Khawaja, and carried, it was **RESOLVED** that the meeting be terminated at 10:21 a.m. local time.

**16. Directors Only Session**

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Committee Chair

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Secretary of the Meeting