

## CFMS BOARD 2020/2021 TELECONFERENCE #3

### Meeting Minutes

Saturday, November 28nd

17h00 EDT - 18h30 EDT

**Chair:** Victor Do

**Present:** Jessica Garabon (ORD), Khaldon Abbas (WRD), Kathleen MacMillan (ARD), Mary Boulos (ORD), Victor Do (Past-President), Sehjal Bhargava (GA), Anson Lee (Finance), Vivian Tan (Comms), Lucas King (SA), Yseult Gibert (QRD), Avri Lynn Ding (Ed), Henry Li (President), Rosemary Conliffe

#### Welcome

- Motion to start, approve agenda
  - Moved, seconded
  - Motion carried unanimously

#### Consent Agenda

- Approval of Board TC #1 Minutes
  - Motion Moved, Seconded
  - Motion Carried
    - Oct 18 Board meeting minutes

#### *Business Agenda*

#### Updates/Operations

- Nominations Committee Timeline
  - Winter Call
    - Due Date internal for positions: December 13th
    - Application documents due
  - Update positions to recruit
    - Look at the position list and identify positions that need replacement
    - Create a Google form so that people can apply
      - template for winter call on Google Drive
  - Bilingualism committee will translate everything and have applications ready for the holidays
  - Round Table marking February 8-21
    - After Feb 21st let everyone know application status
      - update CFMS personnel sheet
  - Board discussed simplifying Nom Com Process, addressing situations where markers did not return scoring, better orienting board members to their roles and responsibilities around Nom Com
- Winter Out of Office and Winter Board Meeting Timing
  - Dates: Dec 20 - Jan 2
    - Out-of-Office template will be provided

- at the discretion of the individual if they want to work; but no expectation to respond to emails. Yearly break for organization in line with holiday break. Encourage everyone to take time away.
    - WBM: will be split over 2 weekends, hoping to finalize times soon.
- Next Steps, Action Items and Communications Plan re: Yotakahron resignation, EDI recommendations and Dir GH position
  - Motion to go in-camera
  - Moved, Seconded, Motion Carried
- Reflections on Next Steps, Communications Plan
  - Formal review and recommendations likely the direction we need to go
  - Contacted [San'yas](#)
    - Indigenous cultural safety health program
    - Enhanced health program brings in ideas with regards to organizational perspectives
      - May help with recognizing areas for organizational change
    - Delivered online for 10 weeks
      - 10-16 hours of work
      - Flexibility that way
    - Have approved funds for professional development that can be used.
  - Anti Violence harassment policy
    - Governance committee, EDI task force, URM committee to take a look at again, review with external expertise for support (policy as currently written did have legal review)
    - Overall goal is also to ensure EDI lense is applied to all policies and operations
  - Award: Awards committee to develop once committee formed.
  - EDI recommendations: Bring up at meetings as a standing item
  - Discussion around creating safe spaces in organization and within medical education more broadly.
  - Plan is to continue exploratory work and then hone down on timeline to accomplish in short order.
  - Communications with regards to general membership
    - Paue on communications more broadly for time being
  - Suggestions for external review
    - A lawyer who previously worked with Doctors of Manitoba
    - Two step process if Board would engage the lawyer
      - Provide a confidential internal report
      - Lawyer will also provide public final copy
        - Abridged version
        - Available for member view. External copy
        - Goal for SGM april 2021?
    - Get quote for costs
  - Plan for new Director Global Health recruitment
    - Per the policy:
      - Opened up to general membership for at least 2 weeks

- Interviews following application cycle
- When can we start this process?
  - Don't want to start it too fast
  - Global Health portfolio not yet ready for it
  - Global Health dyad thoughts:
    - Would prefer to delay for the time being
  - Conclusion: delay and revisit weekly to determine best timing
- EDI recommendations-standing agenda item for progress check-in
  - Will continue to be standing item for each meeting

**Meeting Adjourned**