



UNAPPROVED MINUTES – FIFTH MEETING
BOARD OF HEALTH
PUBLIC HEALTH SUDBURY & DISTRICTS
BOARDROOM, SECOND FLOOR
THURSDAY, JUNE 12, 2025 – 1:30 P.M.

BOARD MEMBERS PRESENT

Robert Barclay
Renée Carrier
Amy Mazey

Ken Noland
Michel Parent
Angela Recollet

Mark Signoretti

BOARD MEMBERS REGRET

Ryan Anderson
Michel Brabant

Natalie Labbé
Abdullah Masood

Natalie Tessier

STAFF MEMBERS PRESENT

Grace Bowie
Kathy Dokis
M. Mustafa Hirji

Sandra Laclé
Stacey Gilbeau
Stacey Laforest

Blessing Odia
Rachel Quesnel
Renée St Onge

M. SIGNORETTI PRESIDING

1. CALL TO ORDER AND TERRITORIAL ACKNOWLEDGMENT

The meeting was called to order at 1:40 p.m.

The Board Chair highlighted that June is National Indigenous History Month and the Board of Health continues its journey of learning about Indigenous history, and Unlearning of social imprinting of bias through continued participation in the Unlearning Club. He added that June 21 is National Indigenous Peoples Day, and N'Swakamok Indigenous Friendship Centre will be holding their annual Pow Wow at Bell Park in Sudbury starting at 11 a.m. This is an opportunity for Board members to attend an Indigenous-led community event and further build relationships as per our ReconciliAction Framework.

2. ROLL CALL

3. REVIEW OF AGENDA/DECLARATIONS OF CONFLICTS OF INTEREST

The agenda package was pre-circulated. There were no declarations of conflict of interest.

4. DELEGATION/PRESENTATION

i) Preliminary Insights: Positive Space Evaluation

- Ginette Demers, Manager, Health Equity, Knowledge and Strategic Services
- Geneviève Projean, Public Health Nurse, Health Equity, Knowledge and Strategic Services

G. Demers and G. Projean were invited to present on the evolution of the Positive Space initiative at Public Health Sudbury & Districts and to share work that is underway to help make Public Health more welcoming to Two-Spirit, lesbian, gay, bisexual, trans, queer, asexual and other gender and sexually diverse people (2SLGBTQIA+).

In 2019, Public Health Sudbury & Districts collaborated with Laurentian University to conduct a study around how Public Health can better engage and support the 2SLGBTQIA+ population in the service area. Based on the study findings, and following further consultation with subject matter experts, the Positive Space initiative was launched in June 2023.

With the Positive Space initiative having been in place for nearly two years, a process and outcome evaluation is being conducted in two phases. The current phase focuses on assessing the implementation of key actions and measuring their effects on clients and staff. Although the analysis is not yet complete, early insights from the process and outcome components of the evaluation were shared. These include that most staff who responded to the survey (97%) felt supported with implementing a Positive Space and many clients surveyed (88%) agreed they were treated in a safe and respectful manner by staff during their most recent Public Health visit. Initial recommendations for improvement of the Positive Space efforts include

- Enhancing partnerships and collaborations with 2SLGBTQIA+ people and service providers
- Working on enhancement of positive, inclusive, and safer spaces through Public Health services in the community
- Providing additional staff development as well as routine training opportunities to ensure Positive Space efforts are continuously actioned

Next steps include finalizing a report of the findings from this first part of our evaluation. Recommendations will then inform a second phase of evaluation.

In addition, planning is underway for the collection of socio-demographic data pertaining to gender identity and sexual orientation across program areas. Further, additional staff development and training opportunities are being explored and will be implemented while feedback from staff and clients continues to be monitored.

Over the next year, we will work with partners and people with lived and living experience to explore the assets, needs, and priorities of 2SLGBTQIA+ communities in our service area, and we will engage in knowledge mobilization of community surveillance data and past research findings. We have partnered with the University of Toronto on a new research project to explore how intergenerational connections between 2SLGBTQIA+ youth and older adults can strengthen wellbeing and shape inclusive community programs. This work builds on our previous study and will help Public Health improve outreach, build partnerships, and design more responsive, community-informed supports.

Questions and comments were entertained and presenters thanked.

ii) Unlearning & Undoing White Supremacy and Racism Project Unlearning Club – United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

- Sarah Rice, Manager, Indigenous Public Health
- Alicia Boston, Health Promoter, Indigenous Public Health

S. Rice and A. Boston were invited to present on the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) which serves as a critical international framework that has significantly shaped global conversations on Indigenous rights. For the Board of Health, which is engaged in the Unlearning & Undoing White Supremacy and Racism Project, UNDRIP is a foundational document that supports Public Health Sudbury & Districts' commitment to addressing systemic racism and advancing justice. Understanding and applying these principles is essential in efforts to dismantle colonial structures and promote equity for Indigenous communities. A historical overview was provided regarding the slow timeline to the eventual legislative incorporation of UNDRIP's recommendations in 2021.

UNDRIP aligns closely with the Public Health Sudbury & Districts' Indigenous Engagement Strategy and Governance ReconciliAction Framework. These local commitments reflect our ongoing dedication to reconciliation and building respectful, meaningful relationships with Indigenous communities. UNDRIP provides a foundational framework to guide and deepen these efforts, helping address historic injustices and systemic inequities faced by Indigenous peoples in our region. It affirms the right of Indigenous peoples to self-govern their own health services and programs. This supports our shift from viewing Indigenous health solely through an equity lens, to recognizing Indigenous peoples as rights holders with authority

over their own health and wellness. This shift is crucial to improving health outcomes and building meaningful relationships based on respect and shared decision-making.

UNDRIP recognizes and validates traditional healing practices and the importance of cultural safety in health care. This aligns with our efforts to integrate Indigenous knowledge systems into our approaches, to ensure that our programs and services are culturally safe, respectful, and effective. Finally, UNDRIP grounds ethical and inclusive decision-making in health governance and reminds us that policies and programs must be co-developed with Indigenous partners, ensuring their voices are meaningfully engaged at every stage. This collaborative approach is embedded in our Governance Reconciliation Framework and essential to fostering trust and respect. It was concluded that UNDRIP is a vital tool for Public Health Sudbury & Districts to lead in advancing Indigenous health rights, equity, and reconciliation in our community.

Comments and questions were entertained and presenters thanked for their presentation and work at ensuring Indigenous peoples continue to have their rights respected and protected.

Due to the risk of losing quorum for the meeting, consensus was reached to deal with the 2024 Audited Financial Statements before the consent agenda.

NEW BUSINESS

i) 2024 Audited Financial Statements

- Public Health Sudbury & Districts Audited Financial Statements for 2024

M.M. Hirji noted the requirement to provide Audited Financial Statements every year.

M. Parent, Chair of the Board of Health Finance Standing Committee, was invited to present the 2024 Audited Financial Statements. He shared that the Finance Standing Committee met on June 2, 2025, and reviewed the 2024 draft audited financial statements.

Derek D'Angelo, Audit Partner at KPMG virtually joined the Finance meeting to review the audit processes and present the audit findings report. Based on the auditor's report, the financial statements present fairly, in all material respects, the financial position of Public Health Sudbury & Districts as of December 31, 2024. The auditors did not identify any material misstatements, illegal acts or fraud and no internal control issues.

As such, the auditors propose to issue an unqualified report on the financial statements subject to the approval today of the draft statements. The financial statements for 2024 are presented with the Board Finance Standing Committee's recommendation for approval of the 2024 audited financial statements.

With respect to the content of what is reported in the financial statements, highlights discussed by the Finance Committee were outlined, including that 2024 was a year of significant change where the agency completed its ramp down COVID-19 activities, refocused on Public Health priorities and addressed the backlog that occurred over the pandemic. In 2024, the Ministry ceased to provide local Public Health with extraordinary funding for COVID-19 expenses as of March 31, 2024. The Ministry also did not provide local public health agencies with the opportunity to apply for one-time funded programs on the 2024 Annual Service Plan. Notwithstanding this, the province did ultimately provide small unsolicited and unplanned one-time funding grants for COVID-19 vaccines, for Public Health Inspector Practicums, and for a new RSV (Respiratory Syncytial Virus) vaccination program.

Major capital/infrastructure projects in 2024 were summarized.

The 2024 Audited Financial Statements reflect these major events, and the variances observed on the financial statements are attributable primarily to the reduction in one time funding opportunities from the Ministry.

Dr. Hirji and the Corporate Services Finance Team under Interim Director, Sandra Laclé and Manager, Keeley O'Neill, were recognized for their thorough, accurate, and careful stewardship of the organization's finances that has led to the auditor's making an unqualified assessment around the accuracy of the financial statements.

29-25 ADOPTION OF THE 2024 AUDITED FINANCIAL STATEMENTS

MOVED BY PARENT – NOLAND: WHEREAS the Board of Health Finance Standing Committee recommends that the Board of Health for the Sudbury and District Health Unit adopt the 2024 audited financial statements, as reviewed by the Finance Standing Committee at its meeting of June 2, 2025;

THEREFORE BE IT RESOLVED THAT the 2024 audited financial statements be approved as distributed.

CARRIED

5. CONSENT AGENDA

- i) Minutes of Previous Meeting**
 - a. Fourth Meeting – May 15, 2025**
- ii) Business Arising from Minutes**

iii) Report of Standing Committees

- a. Unapproved Board of Health Finance Standing Committee minutes dated June 2, 2025

iv) Report of the Medical Officer of Health/Chief Executive Officer

- a. MOH/CEO Report, May 2025

v) Correspondence

- None

vi) Items of Information

- a. 2025 alPHa Conference, Annual General Meeting and Board Section Meeting
 - Conference Program – draft dated June 3
 - Board of Health Section Agenda – draft dated May 23
 - 2025 alPHa Resolutions for Consideration
- b. Statement from the Chief Medical Officer of Health dated June 5, 2025

In response to inquiries regarding the MOH/CEO report to the Board, clarification was provided regarding the Province's proposal to amend Section 22, as well as surveillance of waste water for COVID-19, influenza, and other viruses. Additional information will be provided to Board of Health members regarding the Icelandic Prevention Model and consideration will be given for a presentation to focus this topic at a future Board of Health meeting.

MOVED BY BARCLAY – MAZEY: THAT the Board of Health approve the consent agenda as distributed.

CARRIED

6. NEW BUSINESS

i) 2024 Audited Financial Statements

- Public Health Sudbury & Districts Audited Financial Statements for 2024

Dealt with prior to Consent Agenda.

ii) Organizational Risk Management

- Briefing Note from the Acting Medical Officer of Health and Chief Executive Officer to the Board of Health Chair dated June 5, 2025
- 2024 Risk Management Annual Report
- 2026–2028 Risk Management Plan – Engagement Strategy

In October 2016, the Board of Health proactively approved an organization-wide risk management framework, policy, procedure, and a risk management plan which prescribes quarterly reporting for Senior Management Executive Committee and annual roll-up of all

data for Board of Health review. The 2024 Risk Management Annual Report is included in today's Board of Health agenda package.

M.M. Hirji provided an overview of the risk management framework and risk prioritization matrix heat map which visually represents and prioritizes risks based on their likelihood of occurrence and potential impact. It was noted that commentary is provided within the report for each risk. It was noted that the quarterly report shows that the risks have remained stable overtime. It was noted that the risks are largely external in nature and risks that cannot be completely eliminated; however, putting mitigation strategies in place help reduce their potential impact.

This is the final year of the current 2023–2025 Risk Management Plan. Planning is underway for the development of the next iteration of the risk management plan for the 3-year period of 2026–2028. The engagement strategy, shared with the Board of Health for awareness, will begin in the fall with workshops for the Senior Management Executive Committee in September 2025 and Board of Health in October 2025 for final approval by the Board of Health in the January 2026.

The Board of Health 3-hour workshop will be to identify and assess new risks to Public Health for the 2026–2028 risk management plan. Board members are asked to pencil in the morning of Thursday, October 16, 2025, in their calendars. Following the workshop, lunch will be provided before the October 16, 2025, Board of Health meeting.

31-25 RISK MANAGEMENT

MOVED BY RECOLLET - CARRIER: BE IT RESOLVED THAT the Board of Health receive the 2024 Annual Risk Management Report; and

FURTHER THAT the Board of Health receive an update on the engagement strategy for the development of its 2026–2028 Risk Management Plan.

CARRIED

7. ADDENDUM

None

8. ANNOUNCEMENT

Board members were invited to complete the June Board of Health meeting evaluation following the meeting.

Ken Noland was presented with a service pin for reaching a 20-year milestone as a Board of Health member.

There are no regularly scheduled Board of Health meetings for July and August. The next regular Board of Health meeting is Thursday, September 18, 2025. Board of Health members were reminded that the Board of Health group photo will be held prior to the September 18, 2025, Board of Health meeting.

Also, following today's meeting, Board members are asked stay for the Unlearning Club session.

9. ADJOURNMENT

32-25 ADJOURNMENT

MOVED BY PARENT – BARCLAY: THAT we do now adjourn. Time: 2:40 p.m.

CARRIED

(Chair)

(Secretary)