

MINUTES

We respectfully acknowledge the Justice Institute of British Columbia's Maple Ridge campus is located on the unceded Traditional Territories of the q̓íç̓áy̓ (Katzie) and q'w̓a:ń̓ł'ən̓ (Kwantlen) Peoples.

3/24/2025

1:00 to 5:00 pm

Location: MS Teams
Chair: Jim Wishlove
Vice-Chair: Samina Tajwar
Attendees: Michelle Cameron, Laurel Douglas, Eddy Elmer, Barbara Fitzsimmons, Darryl Gray, Kathryn McNaughton, Mary Ellen Thorburn, Colin Watson, Helen Allen (second half)
Executive: Len Goerke (President and CEO), Cindy Dopson (VP People and Culture), Mike Proud (VP Finance and Operations), Colleen Vaughan (VP Academic), April van Ert (VP Brand, Communications and Engagement)
Recorder: Krupali Rao, Manager, President's Office
Guests: Jason La Rochelle
Observers: Chidiebere Nwizu, JISU New Westminster Campus (NWC) Representative, Thach-Thao Nguyen, JISU Organizer, Harshi - JISU NWC Representative, Karen Khatana, Manpreet Kaur

1. LAND ACKNOWLEDGEMENT

Jim Wishlove started the meeting with a land acknowledgement on behalf of the Board and expressed appreciation for the opportunity to learn more with JIBC campuses all across BC, with headquarters in New Westminster, which is the unceded lands of the Qayqayt, Kwantlen, Musqueam, and the Coast Salish Peoples.

2. Round of Introductions with the JISU

The JISU Leadership team joined the open portion of the meeting as observers and introduced themselves.

3. CONFLICT OF INTEREST

Mr. Wishlove asked the Board members to identify if they had a conflict of interest with any agenda item. There was none raised and after sharing an example for awareness, they moved ahead.

4. CONSENT AGENDA

Addition to the agenda, in-camera portion (09.7 President's Update) and edits to the minutes.

MOVED by Laurel Douglas and Seconded by Eddy Elmer

That the consent agenda be adopted as presented with updated agenda & minutes.

MOTION APPROVED. All in favour and none opposed.

MOTION CARRIED.

5. **PRESENTATION**

05.1 Office of Indigenization update

Len introduced Jason La Rochelle, Director of Office of Indigenization and added that with recent implementation of the protocols document this would be a good update for the Board members. Mr. La Rochelle introduced himself and expressed gratitude for everyone's time. He acknowledged the complexities surrounding the location of JIBC New Westminster campus.

He provided the context for the [Living Indigenization: Engagement Protocols and Guidelines](#), which serve as a follow-up to the [2021-2027 Living Indigenization Plan](#). He shared slides highlighting the four foundational values - Respect, Cultures, Relationships, and Truth & Reconciliation that form the basis for both the documents mentioned above.

Mr. Wishlove appreciated Mr. La Rochelle for his clear, comprehensive presentation and for incorporating personal insights.

There was some discussion on few topics, including:

- Collaborating with human resources about hiring and retention of Indigenous people at JIBC, and the good progress made over last 6 years through automation of processes and more purposeful work together.
- Role of the Elders-in-Residence at JIBC with recent advancements in fostering more purposeful engagement, better understanding and encouragement across all teams.

In closing, Mr. La Rochelle noted that JIBC has been actively engaged in work surrounding Indigenization and Reconciliation since at least 2015, and the OI team has continued to build upon those efforts. He appreciated the opportunity to share updates with the Board of Governors and acknowledged increased level of Board engagement over the last couple years.

He highlighted the upcoming initiatives including Moose Hide Campaign in May and Every Child Matters event in September, noting that JIBC was the first institution in Canada to raise Moose Hide Campaign flag. Mr. Wishlove conveyed the Board's support for the ongoing and future efforts towards the commitment to Indigenization and Reconciliation.

6. **REPORTS**

06.1 Chair's Report

Mr. Wishlove noted a few areas that he focused on since last Board meeting:

- a. He represented the Board at various **events**, including a thank-you lunch for the outgoing chair, Maria Prevolos. He attended the Police Academy Recruit graduation for class 174 on March 14, marking last public appearance for Adam Palmer as the VPD Police Chief.
- b. He expressed kudos for Mr. Goerke and executive team, especially April van Ert for the work on outreach done to enhance **government relations**. He supported these efforts by being part of some meetings with Minister Ravi Sharma, Minister Niki Sharma, Minister Kelly Greene and Minister Jennifer Whiteside over the last few months. This was very effective in highlighting JIBC's needs during challenging financial times.
- c. He had several discussions with **CABRO** regarding vacancies and other related matters.

He expressed appreciation and gratitude for everyone's support for him as he continues the work of the Chair's role. Points discussed:

- Mr. Elmer raised the Competency Matrix as a potential topic for when Mr. Wishlove meets with CABRO next.
- Mr. Elmer also appreciated the opportunity to meet staff and participating with everyone at the Year-end Social event in December 2024.

06.2 Presidents Report

Len Goerke shared that the time period covered in the report will be adjusted to more closely follow Board meeting dates rather than fiscal quarters. He noted a few points, that were not in the President's report (copy on file):

1. Darren Blackburn, Program Director Emergency Management was honored with the King Charles III Coronation Medal in recognition of his exceptional contributions to emergency management.
2. Mr. Goerke was invited to the installation of new Lieutenant Governor of BC, Wendy Cocchia who was JIBC Honorary Degree recipient in 2011.
3. He attended the BCACP meetings in Victoria that included most of the senior provincial officials and was a good opportunity to meet some decision makers in the ministry.
4. Attended Sherrif Graduation (February 5) and Police Graduation (March 14).
5. Lunch with the Elders and Office of Indigenization team to thank the Elders for their work and to recognize their efforts.
6. Office of Police complaints commissioner were hosted by the Police academy and Mr. Goerke spent some time with them.
7. He noted about the upcoming Student Applied Research (April 10) and Convocation Ceremony (June 19) where the Board members are welcome to join.
8. The Use of Force Experts conference (April 29) in Anvil Centre in New Westminster. We don't know yet about participation from the U.S. for this year, but we have had participants from all around the world in the past, including U.S.
9. Center for Teaching, Learning and Innovation (CTLI) have a virtual reality experience 'This is not a ceremony' which is a very powerful and moving experience. If the Board members are interested in participating, this can be arranged.
10. Mr. Goerke met with all staff when he joined in July 2024, and he will start "Coffee with President" again starting in the new fiscal year. This time he will meet with smaller groups of maximum 8 people at a time.

There was discussion about promotion and pick-up of the JIBC Safe app, report on fundraising and workshop for new pathways with the consultant - Discovery Group.

06.3 Equity, Diversity, and Inclusion (EDI) Action Plan

Kathryn McNaughton acknowledged the efforts of everyone involved in the work to launch JIBC's first EDI Action Plan. In particular, she highlighted the contributions of the EDI Steering committee and EDI

Advisory Insights committee, the Board, and expressed gratitude to Mr. Wishlove, Samina Tajwar, Cindy Dopson and April van Ert for their support and involvement.

She provided context for the plan and the work that has been done by the Board and the organization to reach this milestone. She expressed excitement for the progress and confirmed commitment to the next steps the Board will be taking to deliver on actions set at this level within the Leadership and Governance focus. In closing she reiterated how important this work is for JIBC.

There were discussions regarding the internal implementation process, the review procedure and timeline. There was a suggestion to consider mentioning groups specifically that lacked strong representation historically. It was also emphasized that this document is intended to be a long-term initiative and will continue to evolve over time.

Mr. Wishlove congratulated both Ms. McNaughton and Ms. Dopson on the EDI Action Plan and noted that the focus on tracking implementing and measuring the success of the planned EDI Actions personally resonated with him. He also appreciated Mr. Elmer's input and the Board's continuous commitment to this strategic commitment.

7. GOVERNANCE MATTERS

None

8. STRATEGIC MATTERS

08.1 F2025 Q3 Financial Reports to December 31st, 2024

Mary Ellen Thorburn acknowledged and appreciated the work that was done by everyone in JIBC for this report. Mike Proud provided a brief overview of the F2025 Q3 Financial report (copy on file).

Mr. Goerke added appreciation for the efforts by Mr. Proud, Kate Heldsinger, Rebecca Lee and the teams that worked on the budget. It was done very well with the goal of security and stability of JIBC under unusual circumstances. JIBC has been fortunate that there were some contracts and previous international enrolments that brought revenue which provided cushion, and that the province has allowed us to carry over our surplus for use in future years. We are forecasting a higher surplus this year. JIBC's initial restriction request of \$4M has been increased to \$6M.

MOVED by Barbara Fitzsimmons and Seconded by Eddy Elmer

THAT F2025 Q3 Financial Report be approved as presented.

MOTION APPROVED. All in favour and none opposed.

MOTION CARRIED.

08.2 Budget F2026

Mr. Proud reviewed the budget that was supported by the FAC. He added that it is fairly conservative and low risk budget. YoY actuals project a net loss from international activity of \$1.7M in F2026 and hence staying conserving seems the best way and adapting, when required, as the federal policy for international students evolves. The F2026 budget includes appropriate contingency.

MOVED by Barbara Fitzsimmons and Seconded by Mary Ellen Thorburn

THAT Budget F2026 be approved as presented.

MOTION APPROVED. All in favour and none opposed.

MOTION CARRIED.

08.3 Employee Engagement Survey Results

Cindy Dopson provided an overview of the results from the Employee Engagement Survey run at the end of 2024. She highlighted the methodology and results for the three indexes used to track progress and trends: core engagement index, culture index and EDI index to track trends. The target for the Engagement Index is a positive response score of 80% or higher. The 2024 result is very close, with a positive response score of 79% (up from 16% in 2023, and the highest result since 2017). The other target set is to have all individual question scores in the survey at 65% positive or higher. While 10 of the 38 questions in the survey remain below this target, there were improvements in 9 of the 10 scores in this past year. Cindy spoke to the process for actioning feedback from the survey at both divisional and organizational levels. Areas of focus organizationally will be initiatives to improve in the areas of EDI, leader effectiveness trust and visibility, communications and continued process and system improvement.

She shared the Employee Engagement Survey results through the slides in more detail. Focus for the coming year will be EDI Action Plan implementation, leadership development, visibility and trust building, internal comms (organizational and divisional), and continued process and system improvements across the organization, which impacts people's ability to be successful.

Questions and discussion focused on increasing participation in the survey, demographic representation and statistical significance variables, and the impacts of remote work on the results.

Regular meeting was adjourned at 3:36 pm.



Jim Wishlove
Board Chair



Len Goerke
President and CEO

Next meeting: June 16, 2025