



MINUTES - Regular

We respectfully acknowledge the Justice Institute of British Columbia's Victoria campus is located on the Traditional Territories of the lək'wəŋən Peoples of the Songhees and Esquimalt Nations and the 'WSÁNEĆ Peoples.

3/23/2026 from 1:00 to 4:30 pm

Location: MS Teams
Chair: Jim Wishlove
Attendees: Samina Tajwar (Vice-Chair), Barbara Fitzsimmons, Colin Watson, Eddy Elmer, Helen Allen, Laurel Douglas, Mark Weintraub, Mary Ellen Thorburn, Kathryn McNaughton, Michelle Cameron,
Executive: Len Goerke, Cindy Dopson, Mike Proud, Colleen Vaughan
Regrets: Darryl Gray, April van Ert
Recorder: Krupali Rao, Manager, President's Office
Observers: **JISU Leadership Team:** Thach-Thao Nguyen, Michelle Reyes

1. LAND ACKNOWLEDGEMENT

Jim Wishlove opened the meeting with a land acknowledgement, recognizing members joining from locations across BC.

2. ROUND OF INTRODUCTIONS WITH THE JISU

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

3. CONFLICT OF INTEREST

Mr. Wishlove requested that Board members declare any conflicts of interest related to the agenda. No conflicts were reported.

4. CONSENT AGENDA

MOVED by Laurel Douglas and Seconded by Mark Weintraub
THAT the consent agenda be adopted as presented
MOTION APPROVED. All in favour and none opposed.
MOTION CARRIED.

5. PRESENTATIONS

05.1 Contract Training Strategy

Colleen Vaughan provided an overview and background of the Community and Workplace Training Strategy (formerly Contract Training Strategy), one of JIBC's key initiatives. She provided detail on seven recommendations for moving this initiative forward.

There was discussion about the timeline for the phased implementation and emphasized the importance of collaborating with staff with specialized knowledge, the scale of this initiative and revenue generated. There was also discussion about focusing on opportunities to proactively advance this work, including identifying top key program areas and clients. They discussed current gaps in institute-level direction, need for performance indicators, value of developing a business plan that shifts the approach from reactive to proactive approach and competitive advantages offered by JIBC.

6. REPORTS

06.1 Chair's Report

Mr. Wishlove noted that a lot of work has been put into the organization since the last meeting:

- He has continued to support Mr. Goerke and the senior leadership team on work related to the Police Academy, last two months in particular, and lately on the Vancouver and Victoria Police Recruit academy announcement. Since the announcement, this has been the main focus and become almost a full-time role with lot going on in the background, which will be discussed further in the agenda. He appreciated the work and the professionalism by the executive team.
- He represented the Board at the Sheriff Graduation ceremony on February 4, 2026, where the Attorney General Nikki Sharma was present along with some other senior personnel from the Ministry. It was a very well-run and positive event.
- He also attended the Police Graduation ceremony on March 13, 2026, with Mr. Goerke, Ms. Vaughan and Ms. Dopson. He noted that it was good to see the positivity towards JIBC and the Police Academy regardless of what is on news and media.

06.2 Presidents Report

Mr. Goerke provided additional context in support of the President's report (copy on file):

- He expressed his appreciation for the Board members for their attendance at the year-end celebration, it was appreciated by staff.
- He noted about a small opening celebration at Vernon campus in December 2025.
- On Jan 30th, there was a small cleansing ceremony at NWC with Elder Philip Gladue.
- He added the final report for his F2026 goals to the Board is expected to be sent to Jim and Samina by early next week.

7. GOVERNANCE MATTERS

07.1 Revised Tuition Policy 3210

Mike Proud provided the context for the revisions to the tuition policy and three related procedures that focused on updating to current format, updated definitions, etc. and highlighted the definition of 'domestic student' to ensure to make it fair and inclusive. There was an addition of compassionate withdrawal due to extenuating circumstances that students can apply for. Mr. Goerke acknowledged that JISU (Justice Institute Student Union) sent a letter on March 20th, 2026, expressing their concerns about the change of the wording for international student tuition to 'minimum three-times'. Management will meet with the JISU and arrange some correspondence to the Board about the concern. This is independent from the policy as it relates to communication about fees and changes.

MOVED by Laurel Douglas and Seconded by Samina Tajwar

THAT the Revised Tuition Policy be approved as proposed.

MOTION APPROVED. All in favour and none opposed.

MOTION CARRIED.

8. STRATEGIC MATTERS

08.1 Auditor's appointment for F2027

Mary Ellen Thorburn noted that Finance and Audit Committee (FAC) discussed the auditor's appointment and recommended KPMG's appointment extension be approved by the Board.

MOVED by Barbara Fitzsimmons and Seconded by Colin Watson

THAT the KPMG's appointment extension be approved as proposed.

MOTION APPROVED. All in favour and none opposed.

MOTION CARRIED.

There was discussion that another RFP process would be required at the end of this year's extension, even if KPMG submits their proposal among other vendors.

08.2 Q3 Financial Reports to December 31st, 2025

Ms. Thorburn stated that FAC recommended this report to the Board for approval. Mr. Proud provided an overview of the Q3 Financial report.

MOVED by Colin Watson and Seconded by Barbara Fitzsimmons

THAT the MD&A financial reports be approved as presented.

MOTION APPROVED. All in favour and none opposed.

MOTION CARRIED.

08.3 Budget F2026-2027

Mr. Proud provided a quick synopsis on the budget for F2027. He noted that Ministry's announcement of the Police Recruit Academies was made the day after the first draft of Budget was sent to FAC. He added that JIBC provided a balanced budget for F2027 supported by the revenue

carried-forward from previous year, and the final version included very conservative recruit intake assumptions allowing for quick transitions of the VPD and VicPD academy locations. It was noted that there will be work required to mitigate the structural deficit.

There was some discussion to clarify that the funding for police academy portables was used for the expansion to 96 per cohort and status of the new building planning that was initiated before moving to 3 x 144 capacity in police academy.

MOVED by Michelle Cameron and Seconded by Laurel Douglas

THAT the F2026-2027 Budget be approved as presented.

MOTION APPROVED. All in favour and none opposed.

MOTION CARRIED.

08.4 Employee Engagement Survey Results

Ms. Dopson set the stage and context for the 2025 employee engagement survey including the internal and external factors, and noted that she expected that the results of this survey will be significantly impacted by these factors. She walked the board through the results, key observations and take-aways, and how those will impact planning in the organization. The results give good clarity about the direction we need to continue to take, and confirmation that progress was made, but there is still work to do to fully achieve our goals.

There was in-depth discussion about a few factors including any variance resulting from the campus moves to Langford and Vernon, trust in leadership scores, representation margin of error, retention related question in survey, and value of making the survey mandatory for everyone.

Regular meeting was adjourned at 2:42 pm.



Jim Wishlove
Board Chair



Len Goerke
President and CEO

Next meeting: June 22, 2026 (in-person)