

1. WELCOME

Bob Thompson, Chair of the Board of the Human Resources Professionals Association (HRPA), took the Chair and welcomed all members to the 2021 Annual Meeting of HRPA.

Mr. Thompson introduced the speakers for the session which included, Louise Taylor Green, Chief Executive Officer, John Hannah, Chair of our Finance and Audit Committee, Dr. Claude Balthazard, Registrar and Vice President, Regulatory Affairs and Moderator Leanna Sun, Manager, Corporate Affairs.

By conducting the meeting by webcast, Mr. Thompson, indicated that this would permit voting members wherever they be geographically located to have the ability to participate in the Annual Meeting.

He shared rules of procedure for the annual meeting and thanked members who took the time to join the meeting today, as well as HRPA's Executive Leadership Team, Annual Meeting Team and Board for their attendance and support with preparations for this meeting. It was noted that there were 176 eligible members who pre-registered for the Annual Meeting. At the start of the meeting there were 149 voting members present, in person, online, and represented by proxy.

2. CALL TO ORDER

Notice having been given of the Annual Meeting, in accordance with the By-laws and with a quorum present, the Chair declared that the meeting was duly constituted for the transaction of business of the Association and called the meeting to order.

3. CEO's REPORT

The CEO welcomed and thanked the assembly. She shared that over the past year, she has had the opportunity to speak to many members about what it has been like for them, practicing HR during a global pandemic. From the experiences and stories that have been shared, she knows that it has been incredibly taxing, both professionally and personally. So, it's important to start with an acknowledgement for all HR professionals who've done such incredible work to support their organizations and employees in these very uncertain times. You carried the extra burden of addressing your colleagues' struggles, while at times experiencing and overcoming your own. Please know the work you did this year mattered.

More than 14 months into a global pandemic, as we look to the future, there is no promise of returning to 'normal' in the near term. In fact, we see the new future of work as something that is being reimaged and redesigned by forward-looking leaders who are guided by the skills and insights of accomplished HR professionals. Ontario's businesses will continue to call upon the voices of HR professionals who are influencing the decisions being made at the highest tables.

Our fiscal year ended on November 30, 2020, and the CEO shared a few of the notable achievements:

There was an application of 'continuous listening' techniques across the Association to understand the issues and challenges members were facing.

- Recognizing the urgent need for society, workplaces, and HR professionals to take action relating to anti-black systemic racism and injustice faced by black, indigenous and people of colour.

- We created an online Community of Practice where our members could share resources, insights, and best practices.
- We also partnered with leading experts to provide learning programs and provocative panel discussions about the real issues and experiences of inequality in society and workplaces, so that our members could introduce new strategies to elevate equality.

Business Continuity was a 2020 priority. Due to the pandemic, in partnership with our Chapters, we quickly pivoted our professional development, mentorship, and various networking activities on-line. This took an incredible effort by HRPAs staff and Chapter volunteers and while it took some experimentation with multiple hosting platforms, we still managed to deliver over 290 Chapter-based professional development events.

The Learning team used that same 'chronic listening' approach to create new programming, which included multiple sessions on COVID-19, the Future of Work, legal obligations, mental health, and physical health & safety. In fact, we provided 37 complimentary webinars throughout the year.

The HRPAs - including our network of members, students, and volunteers - have a unique opportunity to positively impact the lives of working Ontarians and workplaces. However, one of the challenges we continue to face is that HR is still not well understood - or appreciated as a true profession.

To address this gap, this year we rolled out our new brand identity and public advertising campaign, featuring the rallying cry, Better HR Makes Business Better.

The ad campaign is bold, ambitious, and inspiring, elevating public awareness of HRPAs and the important role played by regulated HR professionals. The campaign profiles real HRPAs members in digital ads that challenged HR stereotypes and also features micro-videos that encourage action on diversity and workforce planning. The initial phase of the "Level Up" campaign was highly successful, delivering over 90 million impressions.

The Association also launched a brand-new, user friendly website that is fully optimized for mobile and features our new visual identity. Through our advertising efforts, the CEO shared that we've directed traffic to our website and have seen an unprecedented volume of visits as well as deeper engagement than ever before.

Building public awareness of regulated HR is not a simple undertaking as it takes years to shift public opinion. This is why HRPAs is committed to continuing our branding and advertising efforts over the next several years and will continue to measure progress.

Fiscal 2020 was the second year of our three-year Strategic Plan with the focus of "*Inspiring HR Professionalism*" for the HR profession in Ontario. We planned to do this by improving our profile among members, businesses, students, and the public while simultaneously increasing collaboration and effectiveness with our volunteers, chapters, and students.

We are now in the last year of our strategy and are incredibly proud of what we've achieved in a highly volatile and unpredictable time. The CEO expressed her sincere gratitude for the outstanding efforts of

the small but mighty HRPAs staff and our leadership team for their unwavering dedication to our members and for their wonderful support to one another.

Our strategy enables us to advance the HR profession while building trust, awareness, and confidence with the people of Ontario. They should know what HR professionals do and they should expect the very best from those of us deemed HR professionals. They should have confidence that *regulated* HR Professionals will provide the highest standards of professional practice, guided by a Code of Ethics that ultimately serves to protect workplaces, leaders, and employees. The public is best protected when HR professionals are practicing at the highest standards.

The CEO recognized HRPAs members and students and thanked them for everything they do as champions and ambassadors for the profession.

The CEO thanked the HRPAs board for their wisdom, guidance, and support and especially thanked our outgoing Chair, Bob Thompson, for his leadership and contributions. She also thanked the Executive Leadership Team for their support and working hard to overcome challenges brought forward by the pandemic.

This Annual Meeting is also special because it marks the end of an era at HRPAs as we prepare to say goodbye to Gary Monk in August. Gary leaves us after 25 years at HRPAs where he has led our Finance and IT functions. We are so grateful to Gary for his leadership and his many contributions, and we wish him the very best in his next chapter.

Finally, the CEO thanked HRPAs partners, key vendors, committees, chapter leaders, and volunteers for their tireless work and contribution which are critical to all the work we do and shaping the profession for years to come.

#### **4. CHAIRS REPORT**

The Chair shared that HRPAs board of directors is comprised of highly talented leaders who are dedicated to advancing the mission and vision of HRPAs. We continue to develop and learn as we identify new areas where we can elevate our performance as a regulatory board.

When directors are elected or appointed to the HRPAs board, they take on an important responsibility to oversee the Association in the public interest. To discharge our duties effectively, the board must perform with effective oversight, insight, and foresight.

One of our key responsibilities is regulatory oversight and each quarter, we receive two key reports: our Board Monitoring Report from the CEO, and the Registrars Report. The Board Monitoring report keeps the board's eye on strategy with comprehensive reporting and analysis about staff progress and an outlook on strategic goals as well as operational performance. The Registrar's report provides detailed insights about HRPAs performance and activity as a regulator and includes trends relating to the world of professional regulation.

We take our responsibilities as a board very seriously and know that we need to stay current on matters of importance to the Human Resources profession as well as Regulation. So, we regularly engage in learning and development activities together.

Last year, I reported that our Governance and Nominating Committee activated work on implementing our Board Diversity & Inclusion Policy. Today I'm pleased to report that a special task force has been activated under the leadership of Annette van't Spyker. This committee is ensuring that HRPA implements and maintains leading practices in diverse and inclusive board governance. They are evaluating our practices in board recruitment, new director onboarding, director education and corporate reporting.

The Board also plays a key role in the oversight of the Enterprise Risk Management program at HRPA. We completed our annual review of the Risk Framework and ensured that the risk appetite statement properly reflects the level of risk the Board deems acceptable. This statement is used by our management and staff team when evaluating and transacting the business of the Association.

Last year, we also directed the management team to introduce an Internal Audit function to further our organizational risk maturity. The first Audit is taking place in Fiscal 2021.

In 2020, we tasked our Board Nominating Committee, to develop the process and approach for recruiting non-member directors. HRPA bylaws allow for the appointment of two non-member directors to fill specific skill requirements on the board. The Board Nominating Committee, Chaired by Dr. Jill Birch, did a fantastic job with both our member election process and also with the introduction of this new non-member appointment process. This committee has introduced many leading board recruitment processes and plays an important role in ensuring we have a competent board. This work is important, and we are grateful for their contributions.

The past year has been anything but usual. It has taken a toll on many and has demonstrated the incredible value and positive impact that HR can have on workplaces by ensuring fairness, safety, and effectiveness.

The Chair expressed thanks on behalf of the Board to members and students for their ongoing support of the Association and for their dedication to practicing HR so professionally. He noted thanks to all of HRPA's Statutory Committee Chairs and committee volunteers, comprised of HRPA members and public members, and expressed sincere gratitude in each volunteer's role in ensuring procedural effectiveness in the fulfillment of their important roles at HRPA.

The Chair also personally thanked his board colleagues for dedicating their time to HRPA and noted a special thanks to the Board committee Chairs, John Hannah, Chair of the Audit and Finance Committee, Patty Johns, Chair of the Governance and Nominating Committee, and Stephen Fletcher, Chair of the Human Resources & Compensation Committee. Recognizing that taking on the leadership role of these committees is an enormous commitment, and we very much appreciate your time and talent.

The Chair also thanked HRPA's CEO, Louise Taylor Green, the executive leadership team, all HRPA employees as well as the more than 1,300 volunteers across the province for their exceptional efforts in making HRPA a successful regulatory association.

## **5. AWARDS OF DISTINCTION**

The HRPA Awards of Distinction are prestigious awards given out each year to HRPA members or members of the Academic community, who have made outstanding contributions to both the

profession and the Association. These awards are a highly prestigious validation of the skill, professionalism, dedication, and commitment that professionals have demonstrated in their work.

HRPA recognizes these contributions each year with the following awards:

- The Honourary Life Award
- The HRPA Fellow Award (FHRPA)
- The HRPA Emeritus Award, and
- The Distinguished Human Resources Professional Award (DHRP)

Each year, a panel of judges rigorously assess nominations received for these awards and make a recommendation to our Board on who should receive one of these prestigious awards. A special thanks to Jennifer Tozer, Erick Yuja, Janet Brooks, Gen Thordarson, Joanne Kranyak, Ella Cordero & Tanya Sinclair for their work in adjudicating the awards process for 2020.

This year, we are recognizing one award recipient for their contributions to our profession with the Distinguished Human Resources Professional Award.

This award recognizes those who have been involved in academia who have made an exceptional contribution to the HR profession. These individuals will have contributed to and helped advance human resources through research, the innovation and promotion of ideas, contributing to the broader community and has exceeded above and beyond in teaching excellence.

Please join me in congratulating this year's recipient, Ernest Ogunleye.

Ernest Ogunleye has been a member of the HRPA since 2002 and has actively been involved with both the Halton and Durham Chapters.

Ernest's contributions to the broader HR community are extensive, spanning a rich background of achievements in his 20+ years experience as an educator, academic and HR consultant. In addition to his active involvement with the Association, Ernest is also an active member of his community through his involvement with the Whitby Chamber of Commerce, advocating on behalf of the HR profession to business leaders.

Ernest has served as a part-time professor at Durham College, as well as at the York University, Schulich School of Business. He has also made several noteworthy contributions to HR thought leadership, most notably, authoring an HR training manual for The Duke of Edinburgh's International Award Foundation.

Congratulations Ernest!

We hope we can celebrate together at some point when its once again safe to do so.

## **6. MINUTES OF THE PREVIOUS ANNUAL MEETING**

The minutes of the last Annual Meeting held on May 29, 2020 were distributed to members electronically with pre-registration and were posted on the HRPA web site.

**MOTION**

It was duly moved and seconded:

**“THAT the minutes of the last Annual Meeting held on May 29, 2020 be approved as circulated.”**

**CARRIED**

**7. BY-LAWS AND SCHEDULES**

The Chair indicated that a detailed table of concordance was circulated with the meeting materials. The table details each revision and provides rationale for the changes.

There were four areas of focus in 2020:

1. The Terms of Reference of statutory and standing regulatory committees were revised to include that Chairs, Vice Chairs and Members of each committee (except the Public Advisory Forum) will be appointed by the GNC and that the selection of committee members shall be in accordance with the GNC’s process and criteria.
2. The code of conduct for Regulatory Committees was revised to include context and guidance specific to regulatory committees.
3. There are modifications proposed to the Chapter Governance and Operating Terms that have been vetted by our Chapter Board Chairs. Generally, the terms were modified to ensure consistency with the Association’s Brand, clarify board composition and terms, and provide direction on election and appointment processes.
4. A few of our chapters submitted requests over the past year to merge or amalgamate, and the Chapter Mergers and Amalgamations are reflected in the General By-Laws.

**MOTION**

It was duly moved and seconded:

**“THAT the members adopt the Board’s recommended revisions to Associations By-Laws and Schedules as circulated.”**

**CARRIED**

**8. AUDITORS’ REPORT FOR THE FISCAL YEAR ENDING NOVEMBER 30, 2019**

John Hannah, Board Director and Chair of the Finance & Audit Committee, indicated that the Auditors’ Report has been received and the summarized financial statement are available on the HRP website. The statements were also included in the Annual Report.

In the auditor’s opinion, the financial statements present fairly, in all material respects, the consolidated financial position of the Association as at November 30, 2019 and its consolidated results of operations along with consolidated cash flows for the year then ended, in accordance with Canadian accounting standards for not-for-profit organizations.

A brief overview was shared with the assembly.

Overall, net assets of the Association now total \$16.9 million which is an increase of over 1.09 million dollars over the prior years balance. Even though 2020 was a challenging year for many organizations, particularly in the not-for-profit sector, HRPAs was able to maintain its strong financial position. This healthy financial position was a key factor in being able to successfully address the challenges over the past year, and it will undoubtedly cushion us further as we continue to deal with the effects associated with COVID-19.

In-line with benchmarking conducted of other similar not-for-profit organizations, HRPAs target for reserves has been set at a range of 50-100 per cent of annual operating costs. Based on the operating budget for fiscal year 2020-2021, the association's reserve is approximately 99 percent of annual operating costs, and this has allowed HRPAs to restrict net assets for special one-time projects. If we exclude the internally restricted net assets the figure then becomes 49 percent, which is very close to the minimum level of reserve.

**MOTION**

It was duly moved and seconded:

**"THAT the Auditors Report and Financial Statements for the year ended November 30, 2019 be accepted as presented."**

**CARRIED**

**9. APPOINTMENT OF AUDITORS FOR 2021**

The Committee Chair indicated that the accounting firm of *BDO Canada LLP* was being proposed to the membership for appointment as the auditors of HRPAs.

**MOTION**

It was duly moved and seconded:

**"THAT the accounting firm of *BDO Canada LLP* be appointed Auditors for HRPAs for the 2021 fiscal year and that the Board of Directors be empowered to fix the remuneration of the Auditors."**

**CARRIED**

**9. REPORT ON REGULATION AND STATUTORY COMMITTEES**

The Association registrar and vice president regulatory affairs, Dr. Claude Balthazard, C. Psych., CHRL shared with members a report on regulation and statutory committees.

Registration fell by 4% from the previous year. We ended fiscal 2020 with 21,957 registrants. Retention continued to remain strongest among designated members 93%, versus undesignated members at 69%.

Highlights were provided on behalf of each of the association's statutory committees:

- The Complaints Committee chaired by Jennifer Cooper and vice-chaired by Michael Burokas, reviewed nine complaints last year, which is fewer than in previous years.

- The Discipline Committee and the Capacity Committee are two separate committees with separate mandates but share the same membership. Both committees are chaired by Stephanie Izzard and vice-chaired by Lynne Latulippe.
- The Discipline Committee made one decision last year which was a finding of misconduct. The Capacity Committee did not get any referrals last year.
- The Review Committee chaired by Damienne Lebrun-Reid handled two referrals last year.
- The Appeal Committee chaired by Melanie Kerr and vice-chaired by Maureen Quinlan had 11 referrals in 2020. Eight appeals were handled by way of HRPAs's Alternate Resolution Process, and five appeals were reviewed by the Appeal Committee. There was a big drop in the number of appeals between 2019 and 2020. This is because 2019 had been an unusual year for Validation of Experience appeals.
- The Registration Committee chaired by Agnes Ciesla and co-chaired by Cindy Zarnett reviewed 23 cases in 2020, approving registration without conditions or limitations in 20 of those cases and denying registration in three of those cases.
- The Experience Assessment Committee chaired by *Mark Seymour* and co-chaired by *Michelle Rathwell* is called upon in two situations:
- To review experience submitted by candidates in fulfilment of the CHRL experience requirement and to review experience submitted by candidates in the context of HRPAs's alternate route.
- The Experience Assessment Committee reviewed 163 Validation of Experience submissions, of which 113 were approved. The Committee also reviewed 129 Alternate Route submissions, of which 81 were approved.
- The CHRE Review Committee, chaired by Bob Canuel and co-chaired by Dennis Concordia, reviewed 39 applications in 2020, approving seven of those applications.
- The Academic Standards (Diploma) Committee chaired by Michelle White reviews institutional course approval applications for diploma-level coursework from jurisdictions outside of Ontario as well as individual submissions with regard to diploma-level coursework not on HRPAs's list of approved courses. The Academic Standards (Diploma) Committee did not get any institutional course approval submissions in 2020 but did review nine individual submissions of which all nine were approved.
- The Academic Standards (Degree) Committee chaired by Julie Aitken Schermer reviews institutional course approval applications for degree-level coursework as well as individual submissions with regard to degree-level coursework not on HRPAs's list of approved courses.
- The Academic Standards (Degree) Committee reviewed 24 applications in 2020 and approved 18 of these applications. The Committee also reviewed 46 individual submissions of which 15 were approved.
- The CPD Committee chaired by Vito Montesano and co-chaired by Serenela Felea oversaw the processing of 2,920 CPD log submissions in 2020.
- The CHRP Exam Validation Committee chaired by Claire Chester oversaw the development of the CHRP Knowledge Exam and the CHRP Employment Law Exam. 452 candidates wrote the CHRP Knowledge Exam in 2020 and 457 candidates wrote the CHRP Employment Law Exam in 2020.
- The CHRL Exam Validation Committee chaired by Nancy Richard oversaw the development of the CHRL Knowledge Exam and the CHRL Employment Law Exam. 598 candidates wrote the CHRL Knowledge Exam in 2020 and 594 candidates wrote the CHRL Employment Law Exam in 2020.
- Finally, HRPAs has established three policy and standards advisory committees, the Professional Standards Committee (PSC), the Public Advisory Forum, and the Chapter Regulatory Discussion



Chairs Committee. These committees are just getting started so more on these in future meetings.

Just a quick reminder for those who are interested in the activities of our regulatory committees, the Registrar's Report is published quarterly.

**10. REPORT ON ELECTION OF DIRECTORS**

The Chair of the Board shared with the assembly the results of the province wide election. He noted that Tanya Sinclair was successful in election.

He introduced the 2021-2022 Board of Directors:

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|---|--|
| 1. Patty Johns, as Chair                  | 7. Sue Haywood                               |
| 2. Bob Thompson, Past Chair               | 8. Louis Kan, Non-Member Director            |
| 3. Curt Allen, Order in Council Appointee | 9. Mary Madigan Lee                          |
| 4. John Hannah                            | 10. Robert Maich, Order in Council Appointee |
| 5. John Hardisty                          | 11. Annette van't Spyker, and                |
| 6. Kevin Hawkins                          | 12. Louise Taylor Green, CEO                 |

The Chair thanked the outgoing board director Stephen Fletcher for his commitment and hard work over the year.

**11. VOTING RESULTS**

Designated members voted on, and approved, the following motions:

- MOTION 01: That the minutes of the last Annual Meeting, held on May 29, 2020, are approved as circulated.
- MOTION 02: To adopt the revisions to the Associations By-Laws and Schedules as circulated and presented.
- MOTION 03: That the Auditors Report and Audited Financial Statements for the year ended November 30, 2020, be accepted as presented.
- MOTION 04: That the accounting firm of BDO Canada LLP be appointed Auditors for HRP A for the fiscal year 2021 and that the Board of Directors be empowered to fix the remuneration of the Auditors.

**12. QUESTIONS FROM THE ASSEMBLY**

**Q: The drop in designated members and the growth of practitioner appears to be a sign of the eroding value of our designations. Are there any plans underway to correct?**

**A:** When we look at registration data since 2017 we've been seeing an erosion in total registration and preferences in consumer behavior of registration class. At the same time, we moved a lot of individuals from the student class to practitioners as we cleaned up our data. Indeed, we are looking at improvement on our designation framework. When we look at our aspirations around our brand campaign is increasing public awareness of HR, HRP A an regulated HR, our Designations and importance of having regulated HR professionals in the workplans and finally evidence that CEO's and workplaces are hiring regulated HR Professionals. When you see our new strategy, you will a serious investment in these areas.

**Q: How is the HRP actively reducing barriers to the CHRL and CHRE designations for members who choose HR as their profession and, for example have completed a three year College diploma in HR. If a CHRP has completed all other criteria for the CHRL with the exception of the degree requirement, how are you reducing barriers? By for example, assessing candidate being assessed on HR related work experience in lieu of a degree. If HRP values diversity and inclusion these policies should be reviewed and assessed.**

A: HRP is subject to the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACKTA) and each year we file a report with the Office of the Fairness Commissioner, and they conduct an external assessment of our registration and certification processes. Their criteria include Fairness, Transparency, Objective, Impartial and Fair. The last report we had we passed with flying colours, especially in the area of Internationally educated Professionals. In 2014 there was a realignment of designations, with setting aside a non-degree and degree designation.

**Q: Considering members who completed a degree in basket weaving who later decided to change careers to HR as someone more prestigious/experienced than a CHRP designated member with a strong record of work experience who chose HR for their career creates unnecessary barriers.**

A: The degree requirement and course requirements or alternate route are separate. The rules need to be applied consistently. HRP's framework is based on the fact that education, experience and exams each have their own contribution and they are not entirely interchangeable, and the alternate route permits some allowance of that.

**Q: Are there plans to revise the requirements for the different levels of designations to streamline them there appear to be additional layers every few years and this likely leads to challenges with applications.**

A: The new designations were made in 2014. In the last five year we have not made any modifications. When changes to the CHRL we introduced there was some confusion around messaging. There is some work to be done with our CHRL and will be done with more communication and involvement with the implementation process.

**Q: Does this address the CHRE designation? And what is the future of the CHRE designation?**

A: We are looking at the CHRE and ensure there will be extensive consultation with all stakeholders before any changes are made.

**Q: How is the CHRP a non-degree designation for Internally Educated Professionals (IEPs) as they need a masters in HR or work experience.**

A: The alternate route can include many paths and one is without a degree and others can include a variation of masters or course work requirement or experience.

**Q: What sort of professional standards might be in the works for non-designated members who seem to enjoy all of the same member benefits without the designation accountabilities.**

A: All individuals are subject to Rules of Professional Conduct, Act, Bylaws and any other guidance provided for by the Association. Designated members must meet the CPD requirement. Non designated members are not eligible for election to the Board and voting at the Annual Meeting, but meeting professional standards is the same for all regulated HR professionals.

**Q: CHRP membership fees are very high. What additional privileges are offered to members to match the high fees.**

A: This year we froze everything to last years rate due to Covid and we are looking at pricing models for all of our registration classes in the future.

**Q: What is the current staff strength at HRPA and what was the change over the last year.**

A: Our FTE budget for last year was 61 and this year for 2021 its 60.75, we are currently running at about 59 FTE and looking to fill some vacancies.

**Q: *At some point the Board was looking at terms and tenure. Has the Board turned their attention to this work? In the chapter operating terms directors can serve up to twelve years and on the provincial board on six year max, why the discrepancy.***

A: That's a great question and yes, this work had been parked as we worked through implementing the important requirements in our Act since introduced.

In 2021 our GNC established a subcommittee led by our incoming Board chair Patty Johns to review this important work. Supported by an external governance consultant "Governance Solutions" and a small staff team we have tackled Board composition, terms and tenure and we will share these results with our members once the board has had the opportunity to review. We will have maximum term limits as well as cumulative limits that align closer with what other regulatory bodies do and the aim to align these practices across our volunteer structures.

**Q: Can you clarify the point about practitioner's eligibility to sit as a Director on a chapter Board.**

A: Indeed, at the chapter level practitioners are able to participate actively on boards for the chapters

**Q: I took my CHRL exam in 2020 is it true I only have until 2022 to complete the CHRL validation or will need to redo the exam?**

A: The exam validity period is ten years not two, so the exam for that individual the period would be 2030. Both coursework and the exam are valid for ten years each.

**Q: What was HRPA's contribution specifically in the last year of Covid. Wat changes were proposed to the province.**

A: In terms of our historical approach to advocacy it has historically been related to advocacy of our HR Profession.

Over the last year we had consultations with the Ministry of Labour, the Ontario Human Rights Commission, National Institute of Disability Management and Research (NIDMAR), sick Leave, layoffs and deferring obligations on employers, under employment standards and reducing frictions with the human rights tribunals etc. We use an evidence informed approach through our survey's or working groups and report back to government on these resources. In our 2022 strategy we have as an objective the development of an advocacy strategy.

**Q: Do you maintain your designation as long as you are active member of HRPA.**

A: Yes, subject to Continuing Professional Development and Code of Conduct requirements.

13. CONCLUSION

With no further business to be brought forward, the Chair asked for a Motion to conclude the meeting at 12:45 p.m.

**MOTION**

It was duly moved and seconded:

**"The 2020 Annual Meeting was terminated."**

**CARRIED**

\*ORIGINAL SIGNED

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Bob Thompson  
Chair of the Board

\*ORIGINAL SIGNED

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Louise Taylor Green  
CEO and Corporate Secretary