

Langham Court Theatre
Minutes
Board Meeting March 24, 2021
6:00 PM

Present: Toshik Bukowiecki, Kathy Macovichuk, Mike Chadwick, Don Keith (late), Rosemary Jeffery

Meeting called to order 18:05 by Toshik Bukowiecki

1. Toshik stated the territorial acknowledgement.
2. Approval of agenda
Motion to approve: Kathy Macovichuk, Seconded: Rosemary Jeffery
3. Approval of previous board meeting minutes – February 8, 2021
Motion to approve: John Crickman , Seconded: Kathy Macovichuk
4. Approval of previous board meeting minutes – February 17, 2021
Motion to approve: Rosemary Jeffery, Seconded: John Crickman
5. **Langham Contracting a PR Agency**

Kathy gave her report on the various Public Relation agencies that she researched. Langham needs PR agency because of current HRT case and we need help in handling the information going out to the public and members. An agency will also help Langham with its reputation which needs to be repaired.

Of the five agencies that Kathy emailed, three responded. Beattie Tartan stated they were unable to help us but recommended Rep Labs Communications. Kathy spoke to 50th Parallel and Rep Labs, gathering information. Both agencies submitted proposals for the work and these were presented to the board.

Kathy recommended contracting Rep Labs to be Langham's PR agency, and the board agreed. Meeting with Trisha Lees needs to be scheduled after the HRT mediation session so that she can help determine how to handle the release of information.

6. Toshik paused the meeting to contact Don Keith to see if he was attending. Don joined the meeting shortly after.
7. **Choosing New Board Members**

Toshik has approached a number of people for the available positions of

secretary and member-at-large. Sarah Innes has volunteered to become the board's secretary. The board accepted Sarah for the position.

For members-at-large, two people have come forward to volunteer: Michael Gosselin and Janine Longy. After a brief discussion, the board decided to accept Janine for this position as she has experience with Indigenous and multi-cultural communities. Michael might have potential conflicts of interest with his involvement with Attitude Theatre.

8. Diversity Training

Don reported on his research with Diversity and Inclusion. He contacted Paulina Granger at the Victoria Inter-Cultural Association (ICA), in the Arts and Community Engagement section. She sent Don a link to a survey that acts as a benchmark to what your organization is looking for. Kathy and Rosemary already filled out the survey, but it's suggested that the whole board does this. The VMCA are in the midst of their own reorganizing. Ms. Granger is interested in talking to the board and finding out how to set some events up. But nothing will be ready from ICA until the fall.

Don has found this task to be challenging. The ICA has been supportive in giving names and suggestions. All people Don contacted are willing to help Langham create a workshop environment both online and in person. But there will be a cost – nothing is free. But there are a lot of sources and things available to help us.

Don spoke to Dr. Mugasa at the University of Victoria who will charge \$3,000 for four hours. In Don's email to the board, he provided information about Dr. Mugasa's international practice and strategy.

This process is going to take time and will be evolving. Langham needs to make it part of our practice. World events have shown us that we can't just say "we're not racist," we have to look into what that means and have some strategies to address it properly. We have to look at this carefully and practically.

Don asked if there are grants available for diversity training, research and practice. Mike said there are grants offered, most likely education grants but we need to apply. As this will be an ongoing practice, Toshik suggested that we can be ongoing with the grant process as well.

We need to make this a priority for board action. Toshik echoed this sentiment, saying this was work that needs to be done. Don will set up a meeting with Pauline Granger at ICA. Kathy suggested that if any of the board comes across diversity training information to forward that to Don, which he welcomed.

No decision was made during this meeting. Don will be bringing more information about this training to the next board meeting where we will have all members attending. Hopefully we'll get an idea of costs and where changes are needed in our organization.

John Crickman made the motion that the board authorized Toshik, as Langham's representative in the upcoming HRT mediation, to commit Langham to ongoing diversity training during negotiations. Seconded by Rosemary Jeffery and Don Keith. Board voted unanimously in favour of this motion.

9. Possible Dates for Board and HR Committee Meeting

Toshik is waiting from the Chair, Sadie Fox, who will let us know when we can meet but hasn't heard anything at this moment. John asked why we were meeting with the entire committee rather than just the Chair. Toshik prefers the whole board meeting the whole committee so there's transparency and no confusion as to the information between the two groups. In this same spirit, Toshik also spoke of wanting the board to meet with Chairs of all the committees so everyone is going in the same direction.

The board will table this issue until we hear from Sadie about possible dates.

10. New Business – Recent Legal Communications

Toshik received an email from our legal counsel in regard to the HRT case and shared the contents with the board. Toshik will be meeting later with both legal counsel and Karrie Ayotte in this matter.

Adjournment @ 19:00

NEXT MEETING – April 12 @ 19:00