



# INDO-CARIBBEAN CANADIAN ASSOCIATION

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## MINUTES

Management Board

Regular Meeting - Q1, 2024

Indo-Caribbean Canadian Association

Monday, March 4, 2024

7:30 p.m. ET (2hrs)

Zoom

**Attendees:** Ryan Singh, Hanso Sheopaul, Alim Lila, Ralisa Saywack, Ayesha Khan, Ricky Sookram, Sabrina Itwarie, Germain Kasee

**1. Meeting called to Order** at 7:30 p.m. ET by R. Singh

**2. Meeting Agenda** - R. Singh

- **Motion:** Adoption of Meeting Agenda
  - Moved by H. Sheopaul, Seconded by A. Lila
  - Carried Unanimously

**3. Meeting Minutes for Approval (Virtual Access: Oct 11, 2023, and Jan 29, 2024)** - R. Singh

- **Motion:** Approve Minutes from meetings held on Oct 11, 2023, and Jan 29, 2024
  - Moved by H. Sheopaul, Seconded by R. Saywack
  - Carried Unanimously

**4. Request from Indo-Caribbean Educators Network (I-CEN) Regarding Submission to the Art Gallery of Ontario (AGO)** - R. Singh

- Peter Deboran has raised the issue of the lack of recognition of Indo-Caribbean representation at an AGO Caribbean display
- The I-CEN will submit a letter on this topic, it has been endorsed by Green Dupatta
- Discussion on the topic and more information are required to move forward with an endorsement or submission
- Perceived stakeholder and media relations are discussed as an outcome of involvement
- The importance of anti-Black racism action remains important to the organization (RS)
- As an organization, we are not in a position to endorse the letter at this time and seek future opportunities to appropriately engage on this topic with the AGO
- Motion to not co-sign or endorse the I-CEN correspondence
  - Moved by A. Lila, Seconded by A. Khan

**5. Management Board Mandate** - R. Singh

- Presentation by R. Singh on the mandate of the Management Board of the organization
- General understanding of the role, no dissent

**6. Financial Update** - H. Sheopaul

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- Update report presented by H. Sheopaul

## 7. Inclusion and Safe Space Policy (amendment) - R. Singh

- **Motion:** amendment to the Inclusion and Safe Space Policy
  - Moved by S. Itwarie, Seconded by R. Sookram
  - Carried Unanimously

## 8. Volunteer Code of Conduct Proposal - R. Singh

- Discussion on proposed Volunteer Code of Conduct, including intent and composition
- A. Lila: The proposal of amendment to include a clause on setting aside political partisanship in our work, need language to safeguard from overtly partisan interest by volunteers and ensure we uphold abilities to work with all elected officials and candidates
- Discussion on reporting process, and potential body to support volunteer requests, management
- **Motion:** Adoption of the amended Volunteer Code of Conduct
  - Moved by A. Lila, Seconded by S. Persad
  - Carried Unanimously

## 9. Candidates for Removal and Engagement on Commitment - R. Singh

- Addressing consistent absenteeism is important to the health of the organization
- Proposals to address certain candidates for removal were presented, including: 1. Immediate Removal, and 2. Immediate Engagement
- **Motion:** Implement recommendation to proceed with removal or engagement on removal with names provided
  - Moved by H. Sheopaul, Seconded by S. Itwarie
  - Carried Unanimously

## 10. Volunteer Application and Intake Process - R. Singh

- A new committee will be established to develop and implement new volunteer application and onboarding process
- There will be an open call for current volunteers to participate in this new initiative
- **Motion:** Establish a committee to operate the management of volunteers
  - Moved by R. Saywack, Seconded by A. Lila
  - Carried Unanimously

## 11. Not-for-Profit Next Steps - R. Singh

- Immediate work on non-profit requirements, AGM will be needed and must review requirements to comply

## 12. Adjournment - R. Singh

- **Motion:** Adjourn meeting
  - Moved by G. Kasee, Seconded by H. Sheopaul