

## Board Director Profile - 2023

### About Holland Bloorview

Holland Bloorview Kids Rehabilitation Hospital creates a world of possibility by supporting children and youth living with disability, medical complexity, illness, and injury. Holland Bloorview is a top 40 Canadian research hospital that is fully affiliated with the University of Toronto and serves over 8,000 families annually. Providing both inpatient and outpatient services, Holland Bloorview is renowned for its expertise in partnering with clients and families to provide exceptional care and is the only organization to ever achieve 100 per cent in three successive quality surveys by Accreditation Canada.

Established in 1899, Holland Bloorview is located in Toronto and serves children and youth from across Ontario and Canada. The hospital sees over 2,000 unique diagnoses annually, including brain injury, cerebral palsy, and developmental delay. A holistic approach is taken to assist young people in achieving their goals. This includes physical and cognitive development as well as life skills such as employment readiness, transitioning to adult services and friendship. Children and youth also have access to programming in music, arts, fitness, science, and technology.

Holland Bloorview and its volunteers, students, and staff have won numerous awards for quality and care, research and innovation, client and family centered care, education and training, and environmental practices. Employment-related awards include Greater Toronto's Top Employers, Canada's Top Employers for Young People and Canada's Most Admired Corporate Cultures.

To learn more about Holland Bloorview visit [About Holland Bloorview](#). See here for our [Annual Impact Report 2021/22](#).

### Commitment to Diversity and Equity

Holland Bloorview Kids Rehabilitation Hospital values the uniqueness of the individual, the power of families, and the importance of communities. We promote a climate that welcomes, understands, and respects the diversity of our clients, families, staff, volunteers, directors, and community partners.

The hospital Board of Directors actively seeks candidates who can help advance our commitment to address key priorities in anti-black and anti-indigenous racism, equity and inclusion and can help us better represent historically underrepresented and marginalized communities including First Nations, Métis and Inuit, racialized and LGBTQ2S+ communities, women, and people with disabilities (including people who have the lived experience of disability as an individual with a disability, parent or guardian of a person with disabilities).

To learn more about the hospital's commitment to Diversity and Equity, visit [Holland Bloorview Commitment to IDEA](#).

### Board of Directors

The Board of Directors of Holland Bloorview has overall responsibility for the governance of the hospital. It provides strategic leadership to the hospital in establishing its vision, mission, and core values, and defining policies that reflect them. It adopts policies to ensure the effective management of the organization's human and financial resources. The Board is also responsible to its funders and the community at large for the operations of the hospital.

To learn more about the Board of Directors, visit [Board Directors](#).

## Time Commitment

A Board Director is expected to commit the time required to perform Board and Committee duties which requires attendance at all meetings including the Board, assigned Committees, the Board Retreat, and any scheduled teleconferences. The Board meets approximately six (6) times per year and, subject to extenuating circumstances, a Director must attend at least eighty percent (80%) of all Board meetings and meetings of Committees on which they serve. Appointments to the Board of Directors are made at the June Annual General Meeting for a 3-year term (renewable once).

The average monthly time commitment expected of a Director is approximately 8-10 hours per month, which includes attendance at Board meetings and Committee meetings as well as preparation time. It should be noted that as Directors gain experience on the Board, they may be asked to take on Committee leadership roles which will necessarily increase their personal time commitment. To learn more about the Board of Directors membership, minutes and agendas of open sessions and upcoming meetings, visit [Board Directors](#).

### 2023/24 Board Meeting Schedule (for reference)

Board Meetings for 2023/24	
Wednesday, March 29, 2023	5:30-8:30 pm
Wednesday, May 24, 2023	5:30-8:30 pm
Wednesday, June 21, 2023 [Annual General Meeting; Brief Board Meeting; Reception with Foundation Board of Directors]	5:00-7:00 pm
Wednesday, January 24, 2024	5:30-8:30 pm
Wednesday, March 27, 2024	5:30-8:30 pm
Wednesday, May 22, 2024	5:30-8:30 pm
Wednesday, June 19, 2024 [Annual General Meeting; Brief Board Meeting; Reception with Foundation Board of Directors]	5:00-7:00 pm

## Director Attributes

Candidates, regardless of career background or skillset, will bring the following:

- Passion for Holland Bloorview’s vision, purpose, and mission, and personal alignment with our values.
- Commitment to collegiality, respect, consensus-building, equity, and inclusion.
- Interpersonal qualities including emotional intelligence, open-mindedness, compassion, cultural sensitivity, inclusiveness, and civic awareness.

...and multiple of the following:

- Track record of actively pursuing progress toward greater diversity, equity, inclusion, accessibility, anti-colonialism, and anti-racism. Commitment to Holland Bloorview's efforts to reduce gaps in health outcomes for marginalized communities with the goal of promoting equitable opportunities for all clients, staff, and volunteers.
- Experience and/or formal training in Board governance, leading to an understanding of the principles of board governance, the fiduciary responsibilities of a Board and individual Directors, and the risks associated with governance.
- Management experience, resulting in the ability to understand the dynamics of a large, complex, multi-stakeholder organization; effectively interpret budgets and financial statements; and contribute productively to discussions and decisions on strategy, policy, operations, and human resources.
- Awareness of contemporary healthcare issues gained through professional and/or lived experience.

*In light of upcoming vacancies, there is particular interest in recruiting individuals who would bring a high level of competency and credibility in one or more of the following areas:*

- **Legal:** Understanding of the legal affairs present in activities of the organization and a willingness to provide advice to the Board and management. Ideally, a member of the Bar of Ontario.
- **Healthcare Systems:** Knowledge of systems of healthcare delivery with a preference for knowledge across different jurisdictions, across the lifespan and continuum of care, academic health sciences (including commercialization of discoveries) and understanding impacts of public policy and funding.
- **Digital and Data:** Understanding of the impact, use, application and associated risks of technology and data.
- **Government Affairs, Public Affairs, and Communications:** Experience with issues/advocacy campaigns, stakeholder management and executive experience in current trends in communication technology and the use of media. An understanding of the government, regulatory environment, and funding models as it pertains to hospitals including the ability to access public officials.

The Board's overriding consideration in identifying and confirming individuals to serve as Directors is credibility, relevant experience, and ability and capacity to serve in relation to the governance needs of Holland Bloorview. All candidates must possess the qualifications, experience, and commitment required to govern an institution of the size, complexity, and reputation of the hospital: [Holland Bloorview Board Matrix](#).

Please contact John Caminiti, Partner at Boyden, [jcaminiti@boyden.com](mailto:jcaminiti@boyden.com), or Mona Khan, Principal at Boyden, [mkhan@boyden.com](mailto:mkhan@boyden.com), for additional information.