

## **Board Director Profile – 2025**

### **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 9,000 children, youth and 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. A holistic approach is taken to assist young people in achieving their goals. This includes physical and cognitive development, rehabilitation from illness, intervention or injury as well as life skills such as employment readiness, transitioning to adult services and friendship. Children and youth also have access to the most advanced technology in their rehabilitation including brain computer interface and programming in music, arts, fitness, science, and robotics. Research, care and services come together at Holland Bloorview as a learning health system committed to data and innovation.

Holland Bloorview and its volunteers, learners, 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 2024/25.

### **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 and honours the calls to action of the Truth and Reconciliation Commission.

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, antisemitism, 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 inclusion, diversity, equity, accessibility and anti-racism visit [Holland Bloorview's IDEAA web site](#).

## Board of Directors

The Board of Directors of Holland Bloorview has overall responsibility for the governance of the hospital, with oversight for quality of care, credentialing of professional staff, budget and operating plans. It provides oversight to the hospital in establishing its strategy, vision, mission, and values. 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 and is a partner to the Holland Bloorview Kids Rehabilitation Hospital Foundation and its Board of Directors.

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 (in person), assigned Committees (currently virtual), the full day Board Retreat in November (in person), and at least one meeting of the Family Advisory Committee (hybrid) and the Quality Committee of the Board. 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](#).

### 2025-2028 Board Meeting Schedule (for reference)

| Board Meetings for 2025 – 2028 (Subject to Change)     |                 |                                       |
|--------------------------------------------------------|-----------------|---------------------------------------|
| Wednesday, June 11, 2025<br>(AGM and Board Meeting)    | 8:30am – 9:30am | Virtual Meeting                       |
| Wednesday, September 17, 2025                          | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, November 19, 2025                           | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, January 21, 2026                            | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, March 25, 2026                              | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, May 20, 2026<br>(Board Meeting and Retreat) | 8:30am – 5:00pm | Holland Bloorview Executive Boardroom |

| Board Meetings for 2025 – 2028 (Subject to Change)          |                 |                                       |
|-------------------------------------------------------------|-----------------|---------------------------------------|
| Wednesday, June 17, 2026<br>(AGM and Board Meeting)         | 8:30am – 9:30am | Virtual Meeting                       |
| Wednesday, September 23, 2026                               | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, November 18, 2026<br>(Board Meeting and Retreat) | 8:30am – 5:00pm | Holland Bloorview Conference Centre   |
| Wednesday, January 20, 2027                                 | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, March 24, 2027                                   | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, May 19, 2027                                     | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, June 16, 2027<br>(AGM and Board Meeting)         | 8:30am – 9:30am | Virtual Meeting                       |
| Wednesday, September 15, 2027                               | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, November 17, 2027<br>(Board Meeting and Retreat) | 8:30am – 5:00pm | Holland Bloorview Conference Centre   |
| Wednesday, January 19, 2028                                 | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, March 22, 2028                                   | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, May 17, 2028                                     | 5:30pm – 8:30pm | Holland Bloorview Executive Boardroom |
| Wednesday, June 21, 2028<br>(AGM and Board Meeting)         | 8:30am – 9:30am | Virtual Meeting                       |

## Director Attributes

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

- Passion for Holland Bloorview's vision 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:*

- 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.

- 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.
- Executive leadership 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 an individual who would bring a high level of competency and credibility in the following area:*

- **Audit/Accounting:** CPA designation, significant experience to be able to effectively provide the governance oversight of the finance and audit function of the Business & Audit Committee; expert knowledge of financial statements.

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 Cherrell Williams, Senior Executive Assistant and Governance Lead at [cwilliams@hollandbloorview.ca](mailto:cwilliams@hollandbloorview.ca) for additional information and to submit a resume, cover letter and completed Board of Directors Matrix expressing your interest. Interviews typically take place in February through April for approval in May and appointment at the June Annual General Meeting. Only those candidates selected for interviews will be contacted.