I. Agenda

1. Welcome from the President and Chair (Dr. Mandy Buss)

2. Call to Order and Determination of Quorum (Dr. Mandy Buss)

3. Review and Approval of AGM Agenda (Dr. Mandy Buss)

4. Appointment of Secretary (Dr. Mandy Buss)

5. Board of Directors Introductions (Dr. Mike Dumont)

6. Approval of previous Annual General Meeting Minutes (Dr. Mandy Buss) See Appendix

7. President’s Report (Dr. Mandy Buss)


9. Proposed Bylaw Amendment (Dr. Mike Dumont)

10. Elections Process and 2024 Elections (Melanie Osmack, Dr. Darlene Kitty)

12. Closing Remarks (Drs. Mandy Buss and Mike Dumont)
II. Proposed Bylaw Amendment Regarding Indigenous Identity Verification for IPAC Board Members (Not members at large).

A similar proposed bylaw amendment was discussed at the 2023 IPAC AGM in Winnipeg Manitoba but no formal movement to vote was made. The membership asked the IPAC board to first seek the council of Elders, and use their guidance to inform a bylaw amendment to be brought back to the membership at the 2024 IPAC AGM. April 12, 2024 IPAC gathered 7 Elders from coast, to coast, to coast and asked for their guidance.

- Barb Hulme, Métis Nation of Greater Victoria, a Chartered Community of Métis Nation British Columbia
- Odelle Marie Pike, Qalipu First Nation Band
- Martha Peet, Tâløyaq, Nunavut
- Syexwáliya Ann Whonnock, Squamish Nation
- Kahentinetha Horn, Kanien’kehá:ka - Bear Clan
- Charlotte Nolin, Tastawiniyew Otipemisiwak
- Simon Brascoupé, Anishinabeg/Haudenosaunee - Bear Clan

We shared our mutual understanding that identity is multifaceted, dynamic and is influenced by historical and contemporary colonial forces. Also that as an Indigenous organization we aim to respect, honour, value and include the voices and experiences of the diverse group of First Nations, Inuit, and Métis physicians, residents and students that we represent. Both the Elders and the IPAC Board Members shared concern around the significant harm that could be caused to IPAC and its members if an IPAC Board Member falsely claimed Indigenous ancestry.

The Elders advised the Board to proceed with kindness, respect and inclusivity. While all were in agreement that Indigenous identity verification is necessary for IPAC Board Members, IPAC has a responsibility to its members to assist them on their identity journey. This way, when they are ready to step into a national leadership role on the IPAC board of directors, they can speak clearly and confidently to their identity. If you feel that you do not meet the criteria but are interested in a leadership position with IPAC, please reach out so IPAC can support you: info@ipacamic.ca

The Elders also recommended that IPAC develop a safe and respectful process for members to be able to report alleged discrepancies in identity, and to respond to alleged discrepancies in identity. IPAC is committed to including these two action items in our policies and procedures. As such, the current IPAC Board of Directors is putting forth the following bylaw amendment for approval - in regards to Indigenous identity verification.
### Current Bylaw

7.02 Qualifications:
No person shall be qualified for election as a Director if they are less than 18 years of age; if they are not an individual, if they have the status of bankrupt, or if they have been declared incapable in any court. In order to qualify for election as a Director, an individual must have been a member in good standing of the Association for at least the full calendar year preceding the meeting at which they stand for election. At the time of their respective elections, the Student Director must be a member of the Student Class, the Resident Director must be a member of the Resident Class, and the Physician Directors must be members of the Physician Class.

### Suggested Bylaw Amendment

7.02 Qualifications:
No person shall be qualified for election as a Director if they are less than 18 years of age; if they are not an individual, if they have the status of bankrupt, or if they have been declared incapable in any court. In order to qualify for election as a Director, an individual must have been a member in good standing of the Association for at least the full calendar year preceding the meeting at which they stand for election. At the time of their respective elections, the Student Director must be a member of the Student Class, the Resident Director must be a member of the Resident Class, and the Physician Directors must be members of the Physician Class.

Although general membership of IPAC can self-identify, In order to be eligible to serve as a member of the Board of Directors, all candidates are required to provide the following within 28 days of being elected:

1. Write a personal letter that informs the IPAC Board about your background, your involvement with, and contribution to your Indigenous community. This letter should include:
   - Your cultural and personal background
   - How you are connected (eg. advocacy, activities, ceremonies, celebrations, traditions, language, etc.) to your Indigenous community (First Nation, Treaty community) or organizational affiliation that supports Indigenous people and communities, such as a Friendship Centre etc.) **OR** how you have been disconnected from your community/culture and how it has impacted you; **AND**
2. A copy of one of the following:
   a) Indian Status Card
   b) Nunavut Tunngavik Incorporated (NTI) card/number
   c) Inuvialuit Regional Corporation card or acknowledgement of recognition letter
   d) A recognized Métis Nation Card from an organization recognized by the Métis National Council or the Manitoba Métis Federation.
   e) A letter from your First Nations Band or Nation; a Treaty, Tribal, or Traditional Council; or a Métis settlement or organization confirming your ancestry and community connection AND an official genealogy that identifies ancestry that supports this letter (not including online family tree builders such as 23andme, Ancestry.com, or private DNA company reports).

This information is subject to verification by a **minimum** of two (2) Directors of the Board whose terms are still active and two (3) general members approved at the AGM, one of whom meets the criteria of: same nation, sister community, or equivalent geographical area as the candidate.

If an elected candidate is not verified they will not be eligible to serve as a member of the Board of Directors.
III. 2024 IPAC Board of Directors Elections

A. The IPAC Board of Directors

IPAC Board Composition
1. Physicians Directors (5) - Three (3) year term, maximum two (2) consecutive terms
2. Resident Director (1) - One (1) year term, no maximum terms
3. Student Director (1) - One (1) year term, no maximum terms

IPAC Executive Composition
After the election, the board meets and comes to a consensus on who will fill the following roles. These roles are filled by physician directors. There is no minimum or maximum number of years that a physician director can be in a role, but good practice is 2-3 years, allowing for mentorship and succession.

1. President
2. Vice President
3. Treasurer
4. Secretary

Current IPAC Board of Directors

<table>
<thead>
<tr>
<th>POSITION</th>
<th>INCUMBENT</th>
<th>TERM EXPIRES</th>
<th>ELECTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Dr. Mandy Buss</td>
<td>2023</td>
<td>August 8, 2020</td>
</tr>
<tr>
<td>Vice President</td>
<td>Dr. Mike Dumont</td>
<td>2024</td>
<td>August 21, 2021</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Dr. Mike Dumont*</td>
<td>2024</td>
<td>August 21, 2021</td>
</tr>
<tr>
<td>Secretary</td>
<td>Dr. Alexa Lesperance</td>
<td>2025</td>
<td>July 13, 2022</td>
</tr>
<tr>
<td>Physician Director</td>
<td>Dr. Ojistoh Horn</td>
<td>2025</td>
<td>July 13, 2022</td>
</tr>
<tr>
<td>Resident Director</td>
<td>Dr. Randi George</td>
<td>2024</td>
<td>July 13, 2022</td>
</tr>
<tr>
<td>Student Director</td>
<td>Tina Nash</td>
<td>2024</td>
<td>July 13, 2022</td>
</tr>
</tbody>
</table>

*Resigning effective July 12, 2024
Note: Dr Rebekah Eatmon elected July 13, 2022 resigned December 13, 2024

Board of Director Seats Up for Election in 2024
1. Physician Director (3)
2. Resident Director (1)
3. Student Director (1)
B. Information for Nominees

**Qualifications of All Board Members**

No person shall be qualified for election as a Director if they are less than 18 years of age; if they are not an individual, if they have the status of bankrupt, or if they have been declared incapable in any court. In order to qualify for election as a Director, an individual must have been a member in good standing of the Association for at least the full calendar year preceding the meeting at which the stand for election. At the time of their respective elections, the Student Director must be a member of the Student Class, the Resident Director must be a member of the Resident Class, and the Physician Directors must be members of the Physician Class.

If the proposed bylaw amendment is approved at our 2024 AGM, all board members will be required to verify their Indigenous identity as outlined in Bylaw 7.02 within 28 days of being elected.

**Responsibilities of All Board Members**

1. Monthly Board meetings. These virtual meetings are currently the last Wednesday of each month, 7:00-8:30 pm CDT. There are no Board meetings in December or August.
2. Onboarding (1-2 hours at a mutually agreed upon time)
3. Annual IPAC Mentorship Gathering and AGM (June 2025)
4. Annual Board and Staff Development Retreat (March 2025)
5. Representing IPAC on at least one external committee or working group
6. Communication and tasks between meetings (1-4 hours/month)
7. Full details can be found in the *IPAC Board Policies and Procedures* document.

**Nomination Process**

1. Both the nomination of others and self-nominations are accepted.
2. When nominations are being made by others, the nominee must accept the nomination in order to be included in the elections process.
3. When accepting a nomination, the nominee is acknowledging that they have reviewed the *IPAC Board Policies and Procedures* document and understand the roles and responsibilities of board members, including the executive.
4. Nominations can be made prior to the meeting by email info@ipacamic.ca or on the floor during the IPAC AGM.
5. Nominees should be prepared to speak for three minutes at the IPAC AGM about why they want to serve on the IPAC board.
The Election Process

1. The election takes place in-person at the IPAC AGM.

2. The Elections Officer will ask for the nominations and ensure that the nominations are accepted.

3. By position, each nominee will be invited to speak to the membership (3 minutes) about why they would like to serve on the IPAC Board. The Elections Officer will facilitate the voting process and announce the successful nominees.

4. The 2024-25 Board will meet during the IPAC Annual Mentorship Gathering to discuss and define executive roles.
APPENDIX

IPAC 2023 AGM Minutes

Friday July 7, 2023 - 1:30-2:30 PM CDT University of Manitoba - Theatre Room - Apotex 050 744 Bannatyne Ave, Winnipeg MB

Called to order 1:49pm

1. Welcome from the President and Chair (Dr. Mandy Buss)
2. Call to Order and Determination of Quorum
   • by Dr. Mandy Buss, >10 people in attendance so quorum was achieved
3. Review and Approval of AGM Agenda
   • Moved by Chase McMurren
   • Seconded by Nel Wieman
   • All in favour
4. Appointment of Secretary
   • Alexa Lesperance appointed
5. Board of Directors Introductions
   • Each of the following board members introduced themselves: Drs Mandy Buss, Michael Dumont, Alexa Lesperance, Rebekah Eatmon, Randi George and medical student Laney Beaulieu
6. Approval of previous Annual General Meeting Minutes
   • 2022 AGM minutes were corrected on screen/real time
   • Moved by Ashley Knapman
   • Seconded by Randi George
   • All in favour
7. President’s Report (Dr. Mandy Buss)
   • Dr Buss shared about IPAC’s work over the last year
8. Financial Report (Dr. Rebekah Eatmon)
   • Dr Eatmon shared the financial reports prepared by Gislason Targownik Peters Chartered Professional Accountants LLP
9. Proposed Bylaw Amendment (see below)
   • The board presented a proposed bylaw change to membership for discussion.
   • The proposed bylaw change was to verify the Indigenous Identity of IPAC board members
   • Members requested that Elders be included in the process. The board will incorporate this feedback and recirculate a second draft.
   • Other member feedback included considering the following:
     1. Clarification on which nations are considered to be recognized Métis Nations when submitting a recognized Métis Nation card.

info@ipacamic.ca  www.ipacamic.ca
2. For the verification process, we increase the number from 2 to 3 general members approved at the AGM, one of whom meets the criteria of: same nation, sister community, or equivalent geographical area as candidate.

- There was no movement to vote on the proposed bylaw in its current form

10. 2023 Elections

- Elections Officer: Melanie Osmack
- Physician Director (1)
  1. Dr. Mandy Buss. Nominated by Dr. Don Wilson, seconded by Dr. Gabrielle Wilson. Nomination accepted. Elected by acclamation.
  2. Dr. Chelsea Monell, nominated by Dr. Dominique Sepher. Nomination declined.
- Resident Director (1)
  1. Dr. Randi George. Nominated by Dr. Dominique Sepher, seconded by Dr. Chelsea Monell. Nomination accepted. Elected by acclamation.
- Student Director (1)

11. Varia

12. Closing Remarks (Drs. Mandy Buss and Mike Dumont)

Drs Buss and Dumont thanked the membership, sponsors and the University of Manitoba,