



In Attendance (Directors)

Nadia Islam; Mohammad Akib Hossain; Nazib Mahmud; Chanchal Mitruka; Esi Mensimah Ekwam

Other Attendees

Tayef Ahmed, Executive Director

Regrets

N M Eftakhar Alam Bhulya; Ahad Ali Buttar; Rashad Haque

1. LAND ACKNOWLEDGEMENT

RPIRG is based in Treaty 4 territory and the homeland of the Métis people. The Nêhiyaw/Cree, Nakawē/Saulteaux, Nakota, Lakota, Dakota and Métis/Michif Peoples continue to be in kinship and practice reciprocity with this land that has sustained them for countless generations. As staff and board members of RPIRG, we recognize the interconnection between each other, the land, and all other beings, and our responsibility to tend to these relationships — a process captured in the Nêhiyaw concept of Wâhkôhtowin. For us, this responsibility involves honouring the spirit and intent of the treaty, actively working to dismantle and repair the harms of colonialism and white supremacy and coming together collectively to build a better world for future generations.

2. CALLED TO ORDER

The meeting was called to order at 6:44 pm by Chanchal Mitruka.

3. DECLARATION OF CONFLICTS

No conflict of interest was declared.



4. APPROVAL OF AGENDA

Moved by Esi Mensimah Ekwam and Seconded by Nadia Islam.

That the agenda for the RPIRG Board of Directors meeting on December 23, 2025 be approved, as presented.

Carried Unanimously

5. APPROVAL OF MEETING MINUTES

Moved by Nazib Mahmud and Seconded by Esi Mensimah Ekwam.

That the [minutes](#) from November 15, 2025 be approved, as presented.

Carried Unanimously

Matters for Decision

6. APPROVAL OF THE POLICIES

The following policies have been drafted by Ivy & Dean Consulting in 2024 and have been rigorously examined over the last 1.5 years.

- 01 - Board of Directors Policy
- 02 - Grant Funding Policy
- 03 - Election Policy
- 04 - Human Resource Policy
- 05 - Conflict of Interest Policy
- 06 - Financial Policy
- 07 - Positions Statement Policy
- 08 - Anti-Harassment & Discrimination Policy
- 09 - Code of Conduct Policy



However the Human Resource Policy has yet to be finalized and has been referred to the Governance and HR committee for further review. The Human Resource policy's approval has been referred to the next meeting.

Moved by Mohammad Akib Hossain and Seconded by Nadia Islam.

That the policies be approved, as presented.

Carried Unanimously

7. OTHER BUSINESS

No other additional business was discussed.

8. IN-CAMERA SESSION

There was no in-camera session in this meeting.

9. ADJOURNMENT

The Board meeting was adjourned at 8:23 PM.

Jana Rutten

Respectfully Submitted by
Jana Rutten, Admin and Outreach Assistant