



**COMMUNITY ADVISORY COMMITTEE MINUTES**

Committee Name: Equity Policy Advisory C ommittee

Date: November 20, 2014

Time: 6:30 pm- 8:39 pm

Present: Liban Abaker (Youth Leaps); Krystle Skeete (Alt Jane Finch Community Centre); Derik Chica (Latin American Education Network); Saida Sabrie (Somali Parents Liaison Coalition); Joesiann Nelson (Black Creek Community Health); Margaret Blair-Grant (Parent); Augustre Munro (Parent); Adwoa Gyasi-Nimakoo (Reaching up) Abdul Hai Patel (Former Commissioner Ontario Human Rights Commission);

TDSB: Diane DeiAmoah (Equity and Inclusive Schools) Jim Spyropoulos (Equity and Inclusive Schools, TDSB); Kevin Sutton (TDSB); Jyoti Khona (TDSB);

Guests: Haweiya Egeh

Recorder: Latha John (Parent and Community Engagement Office TDSB)

ITEM	DISCUSSION	RECOMMENDATION/MOTION
Call to Order/Quorum	<p>Diane DeiAmoah- Central Coordinating Principal (Equity and Inclusive Schools) chaired the meeting in the absence of Chair Penrose and Chair Omer.</p> <p>The meeting starts as informal due to no Quorum at 6:40pm.            Quorum was achieved in 6:56 pm.            Introductions at 7:33 pm</p>	
Approval of October 23rd, 2014 Minutes	<b>Amendment</b> - Catelina Calero spelling mistake on page 2	

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	<p><b>Discussion</b>            Augustre Munro on page 4 –Parent representation broadly represents Parents in general not just individuals.            Liban Abokor– The context of conversation was on voting Augustre Munro- The question was on representation at the committee and not on voting.            Derik- Clarification to the EPAC Committee members Catalina was at the EPAC meeting October 23<sup>rd</sup> on behalf of LAEN organisation.</p> <p>**Motion to accept the October 23<sup>rd</sup>, 2014 minutes with the amendment. All in favour Motion carried.</p>	
<p>Approval of Agenda</p>	<p><b>Request to add to the agenda :</b></p> <ul style="list-style-type: none"> <li>• Parting note from Trustee Maria Rodrigues to EPAC presented by - Haweiya</li> <li>• Message from OSSTF under other business- Derik Chica</li> <li>• Presentation of International African heritage under other business presentation by Saida Sabrie</li> </ul> <p>**Motion to approve the agenda with the amendments first hand Derik Chica seconded by Abdul Hai Patel.</p>	
<p>Year End Review –</p> <ul style="list-style-type: none"> <li>• Working Group for Black History Month</li> </ul>	<p><b>Working Group for Black History</b> Month began in May and is continuing.</p> <p><b>Feedback</b>            Saida Sabrie- The working group was named as International African Heritage.            Diane- It was African Heritage Month and was informed by the committee members of the EPAC the name should be Black History month and it was changed hence.</p>	

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<ul style="list-style-type: none"> <li>Working Group on Student Councils in Schools</li> </ul>	<p>Working Group still exist</p>	
<ul style="list-style-type: none"> <li>Working Group on Toronto Youth Equity Strategy (TYES)</li> </ul>	<p>Derik Chica- Was part of the meeting Equity Strategy – School Board representation. Jim Spyropoulos- To get in touch with Equity Strategy and start working on Equity Strategy.</p>	
<ul style="list-style-type: none"> <li>Equity Policy Review Working Group - to include review of Equity Foundation Statement to reflect Bill 13 &amp; 157</li> </ul>	<p>Jim Spyropoulos- Revisions on inclusions on gender of the LGBTQ community. EPAC need to revise its policy as well. TDSB was one of the first School boards to develop a transgender policy which came before Bill 13 .Other Boards have consulted with TDSB for an inclusive policy There are misconceptions/extreme sensitivities in certain communities and culture that Bill 13 would make their children gay by force or forced to have a certain type of education.</p>	
<ul style="list-style-type: none"> <li>Review of Reg. (274)/Employment Equity Policy Working Group</li> </ul>	<p>Doesn't exist.</p>	
<ul style="list-style-type: none"> <li>Don't Ask Don't Tell (DADT) Policy Working Group</li> </ul>	<p><b>Update</b> Derik Chica- Many students feel or reported on being denied access to education. There is a need to keep this working group. Feedback Kevin Sutton-A recent case where students were asked proof of immigrate status. Jim Spyropoulos- Number of cases reported this fall, the Superintendent is aware and the policy is in review. Students need to have documentation to register in a</p>	

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	<p>school. The principal has the right to ask proof of address but not about the right to live in Canada. Visitors to Canada have to pay to attend school. There has been a spike on incidents reported and it has been addressed. A small of number of students were refused entry into the system</p> <p>Derik Chica- Implementation of policy becomes barriers to the student because of procedures which could be intimidating.</p>	
<p><b><u>Motions</u></b></p> <ul style="list-style-type: none"> <li>• Formation of a Black History/African Heritage Month Planning Committee formed that will have funding and board support.</li> <li>• Request for research on demographic and academic achievement of students on student council in the TDSB</li> <li>• On Promotion, Transfer and Retention Policy: TDSB Staff present to the Equity Policy Advisory committee any available data associating demographic factors to student promotions, transfers or retentions to identify the patterns within the student subsets.</li> </ul>	<p>Done</p> <p>No plan to collect the information.</p> <p>Had a presentation from TDSB Staff.</p>	

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<ul style="list-style-type: none"> <li>• TDSB staff present updates on action plans that are and will be in place to ensure that the PTR Policy is applied in an equitable manner.</li> <li>• On Suspensions: TDSB Staff present to the Equity Policy Advisory committee any available data associating demographic factors to student promotions, transfers or retentions to identify the patterns within the student subsets.</li> <li>• TDSB staff present updates on action plans that are and will be in place to ensure that the PTR Policy is applied in an equitable manner.</li> </ul>		
<p>EPAC Planning and Goal setting for the year and working groups</p>	<p>Postponed for the next meeting</p>	
<p>Parting note from Trustee Maria Rodrigues to EPAC committee</p>	<p>On behalf of Trustee Rodrigues Haweiya Egeh presented the parting note to the committee.</p>	

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Community update-Somali Task Force	<p>Jim Spyropoulos- Co-Chair Omer wanted an update on Somali Task Force, if the committee wants an update a presentation can be presented in future.</p> <p>The work of Task force is complete and the board was provided with a serious of recommendations. The staff went out in the community and created focus group conversations and created an action plan.</p> <p>Action plans in place in teaching and learning, program intervention at specific schools creating opportunities for all especially around Somali community. More outreach to address the recommendations.</p>	
African History Month Working Group	<p>Diane DeiAmoah updated on Black history Woking Group.</p> <p>The working Group 15- 20 members met last week, next meeting is on Dec 10.</p> <p>In preparation for Black history month- Communication to be sent about contests on Black History Month-Spoken word, poster and other pieces.</p> <p>Partnering with International African Investors Museum under leadership of Francis Jeffers –well know member of the Black community. A travelling exhibit within the four quadrants of the TDSB about inventions of various scientists and inventors. The exhibit to be displayed in a central hub in a high school and surrounding schools will be invited to view the exhibit.</p> <p>African exhibit at ROM and the working group is trying to get a symposium to be held in ROM and space used for workshops that students can self-select.</p> <p>Culminating celebration for the Black History Month to be</p>	

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	<p>on February 28<sup>th</sup> or March 7<sup>th</sup>. Students who participate in contests to be rewarded. Various spoken word artists to speak to students about the impact of Black History month. Vendors on display on books Afrocentric products, parents to be invited and the venue to be a community center accessible by TTC.</p> <p><b>Feedback</b>            Jim Spyropoulos- Are there any community members or parents in the working group.            Diane DeiAmoah -Chair Omer is part of the committee            Saida Sabrie- African International Heritage group part of it            Kevin Sutton- Everyone is invited to be part of the committee. The working group came out of a motion made in April from EPAC committee, the next meeting is on Dec 10<sup>th</sup> at 5050, and 4:15 to 6:00 pm. Committee members are welcome to attend.            Derik Chica-Hispanic Heritage month is on April and wants a working Group from EPAC to plan a conference in joint with TCDSB            Jim Spyropoulos- Staff are overstretched at Equity and Inclusive Schools, it is encouraged to identify other interested staff at TDSB to take leadership roles in the Hispanic working group</p>	
Co-Chair Elections- Nominations	<p>Diane DeiAmoah - Election process - members had the opportunity to nominate or self-nominate and no nominations were received.            Joesiann Nelson nominated by Liban Abokor</p> <p><b>**Motion</b> Joesiann Nelson as Chair. All in favour of the</p>	Action: The New Chair to be nominated and ratified by the committee in the next meeting.

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	new Chair	
Student Leadership Policy	<p><b>Discussion</b> Derik Chica- Why demographic data of student councils Students cannot be collected. The student leadership policy at some schools where students can be dropped from leadership due to low grades and this data could be helpful to engage marginalised students.</p> <p><b>Feedback</b> Jim Spyropoulos- The board has many different groups; it will be an expectation to collect data on the various groups. Kevin Sutton- The board has some progressive schools and there are many schools that are not. Super councils come out of school councils which is a lack of representation and no opportunity for the marginalised students who have no say. Jim Spyropoulos - EPAC committee to prepare a presentation for PSSE about equity in student leadership.</p>	Action: EPAC drafts a deputation to PSSC on Student leadership policy. To presented to EPAC committee
Staff Report	<p>Jim Spyropoulos-<b>PIAC conference</b> was a success; a lot new Trustees were present at the conference.</p> <p>Trustee orientation on Saturday diverse group of Trustee in the history of TDSB.</p> <p><b>** Motion</b> from EPAC committee – Thanking Trustee Rodrigues for her many years of service to EPAC and the Equity agenda to the board, First hand by Abdul Hai Patel Seconded by Augustre Munro. Motion Carried.</p>	

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	<p><b>**Motion</b> from EPAC committee – Congratulate all Trustees on their election and welcome back to Trustees on their re-election. First hand by Abdul Hai Patel seconded by Margaret Blair- Grant. Motion Carried</p> <p><b>Education Goal of the Board</b> The Goal for all students in reading, writing and math is 10% of improvement, for sub group of students self-identified as Black Spanish, First Nations Inuit, Métis and others, the goal is 15% improvement.</p> <p><b>Achievement of Black Students</b> Fifteen of TDSB staff attending the National Association of Black School Educators Conference in Kansas state Missouri. Report on strategy on achievement of black students in the next meeting.</p> <p><b>New Chair</b> Board is going to appoint a new chair.</p> <p><b>Special Requests/Accommodations</b> Board is having an increasing number of requests on religious accommodation faith based requests, accommodation on music and health and physical accommodation from communities. Ramadan is during exam schedules and it is an issue ahead of us and many school boards look to TDSB’s response.</p>	<p>Action: Agenda item - Report on strategy on achievement of Black students in the next meeting.</p> <p>Action: Election of Co- chair in the next meeting</p>

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	<p><b>Leadership program for specific group of students</b> Two weekend programs providing credits, leadership and enrichment opportunities for specific group of students. Spanish speaking students at Central technical school on Sundays. Portuguese speaking students at Harbord on Saturdays.</p> <p><b>Discussions</b> Abdul Hai Patel - Statics on bullying cases at schools – Jim Spyropoulos Report on bullying to be presented next week to the committee.</p>	
Other Business	<p>Derik Chica-<b>Message from OSSTF Political action Committee</b>- Any feedback from EPAC Committee to be discussed at Political action Committee meeting of OSSTF or to the Trustees.</p> <p><b>Feedback</b> Invite both the committee of OSSTF Political action Committee and Human rights committee to do a presentation or for discussions at EPAC committee meetings. To recommend that PIAC representation of Trustees to be reflective of the communities.</p> <p>Saida Sabrie- <b>Presentation of International African heritage.</b> Information of International African heritage brought to</p>	Action: Agenda Item Code of Conduct, definition of Code of Conduct & Harassment to be presented in the next meeting.

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	<p>the committee was approved by the Trustee is not being presented. Harassments from the committee members and TDSB staff.</p> <p><b>Feedback</b> Margaret Blair- Grant responded as have been a committee member with EPAC for many years and have never faced any harassment from anyone.</p> <p>Diane DeiAmoah - Code of conduct for the EPAC committee to be reviewed in the next meeting. To include definition of code of conduct and harassment Saida Sabrie – To include the right of members.</p> <p><b>Information</b> FCJ Refugee Centre Network for youth sharing precarious status a trillium funded organisation. To invite FCJ to make a presentation to EPAC.</p>	
Next Meeting Date	Dec ember 11, 2014	
Adjournment	<b>**Motion</b> to adjourn the meeting. All in favour Meeting adjourned at 8:39 pm	