**Equity Policy Advisory Committee Minutes**

**Date:** January 18, 2018

**Type or Meeting:** Regular, pre-planned monthly meeting

**Meeting Start Time:** 6:30pm

**Voting Members Present:**

Co-chair Andrea Vásquez Jiménez, Co-chair Marjolein Winterink, Trustee Alexander Brown, Trustee Manna Wong, Trustee Abdul Patel, Aleem Punja, Krystle Skeete, Silvia-Argentina Arauz, Sophia Ruddock [called in on the phone],

**Non-Voting Members Present:**

Tesfai Mengesha, Ken Jeffers, Sonia French, Roxanne Chee, Derik Chica, Deborah Castello, Yvette Blackburn, Dennis Keshinro, Bidemi Keshinro, Sharon Beasu, Joyce Agyemang

**Regrets**: Margaret Blair-Grant

**Pre-Invited Special Guests:** None

**Recorder:** Sonia French

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| **ITEM** | **DISCUSSION** | **RECOMMENDATIONS & ACTION ITEMS** |
| **Call to Order/Quorum** | Quorum reached within 5 minutes of the 6:30pm start of the meeting. |  |
| **Approval of Agenda** | Approved by unanimous vote |  |
| **Approval of Minutes** | Approved by unanimous vote |  |
| **Declaration of Possible Conflict of Interest** | None declared |  |
| **Nominations** | Parent co-chair advised that she had been informed that her tenure as co-chair was over as of December 2017. Co-chair sought clarity on her term. Discussion re: whether ‘term’ and ‘year’ implied school year or calendar year or starting month of the co-chair. Different terms set by various committees. Calls made for discussion to be deferred until EPAC committee is clear on the dates and meanings of ‘term’ and ‘year’ and when the co-chair tenure ends.  Members voiced that advanced notice needs to go out for any future nominations. Clarity on when nominations become open is critical. TDSB resource officer advised that EPAC Terms of Reference 5(1) states that the term ‘year’ refers to a school year and that we view the ToR as a guide for any nomination/election process. | **Motion:** Moved that and TDSB Staff Resource person will investigate, and for the February 15, 2018 meeting, provide information on the election date of the parent co-chair. The motion was seconded then voted on. The proposal gained unanimous/general consent, with no one present objecting or abstaining. |
| **Co-Chair Report** | **Vision for 2018**  Community co-chair advised that in collaboration with the Black Student Achievement Advisory Committee [BSAAC] volunteers are needed for a working group on an anti-black racism glossary.  Parent co-chair reports a positive up-tick in TDSB senior staff willing to use community input more as evidenced by the Enhancing Equity Task Force process.  Parent co-chair suggested that EPAC members think of facilitating workshops at this year’s Parents as Partners Conference. As a CAC, EPAC has been offered an opportunity to present workshops on- April 28, 2018.  Everyone interested must complete the Google Form sent in the email offer, no later than 4:00 pm on January 26th, 2018.  Members expressed how the work accomplished by EPAC over the past two years as well as the EETF report offers many issues that can be addressed in workshop format. Interest was expressed in delivering the following topics: How Nutrition Affects Learning/Navigating the Expulsion & Suspension Process/ Equity within the disciplinary process/  Wellness and Emotional Well Being of East Asian Students/How Parents can Navigate the CAS/How Parents can utilize the EETF report to strengthen their rights when negotiating with schools and navigating the education land mine/How racialized and new immigrant parents should be aware of guidance prejudice when it comes to ‘weak’ course selection, and the unofficial streaming of their high school child/student voices need to be heard and a workshop by students was suggested/Understanding the OSSD Credit system/  The Parent as Partners Conference does not appear to have a limit re: submissions or proposals for workshops.  Member cautioned to be mindful that anti-oppression is not the same as anti-black racism. BSAAC and the black community has moved beyond the hope that a list of stories to represent injustices will result in meaningful action. The demand is to speak at ‘the table’, define whom they themselves consider subject matter experts in the field of anti-black racism, capture the right language in reference to terms used and respect through recognition who owns the language defined and contributed imbedded within the policy.  Members discussed the possibility of a delegation for the January 31st P&P meeting.  **EPAC Steering Meeting & Annual Report**  TDSB Staff Resource Person spoke to the ToR being a living document that can be updated and modified to reflect the particular preference of EPAC. Community co-chair stated that the hope is to use more of the PIAC ToR structure as the EPAC structure. The Annual Report was completed by co-chairs – copies are to be placed on site.  TDSB Staff Resource spoke of the December 5, 2017, Steering Meeting recommendations to improve membership. The following were mentioned: outreach to the TDSB Partnership departments [Rosalee Bender’s] list of community organisations, through school student leaders, advertising through TDSB connects, Communication and Public Affairs Social Media avenues, Trustee Weekly posting and community newsletters | **Action Items**  A follow-up email re: the Parent as Partners Conference will be sent by the Recorder to co-chairs. List of workshops proposed and the names of interested presenters will be included. The hope is that members will collaborate on topics of interest as well as register to deliver the workshop before the January 26th deadline. Sign-up will have to be online through the Google Form. – **Sent January 22, 2018**  Community co-chair requested that the  membership forms be sent for review and update. **Done**  List of members interested in being part of a January delegation to the P&P to be sent to membership for other interested parties to sign on. **Done** |
| **Membership, Meeting & Structure** | Members reviewed the number of parents, community, student and trustee members allowed as voting members. Currently, EPAC has no student, voting or non-voting, members. EPAC also needs to increase the number of voting parents and community. Community should be able to state which of the 5 pillars of EPAC they represent.  An observation was made that students have a financial and safety barrier to attending the evening meetings. It was suggested that a Taxi-Chip be given students from home to 5050 and from 5050 to home so that they can attend without cost and in relative safety. Request made that if the cost was prohibitive that EPAC come up with another plan to ensure student membership attendance was not egregious to students.  Staff Resource person will review what funds may be available for funding student transportation.  Suggested by some members that students were turned-off by the ‘combativeness’ of the debates and did not feel welcomed.  Other members felt that impassioned debate differs along cultural lines and students need to understand the ‘culturization’ of debate without feeling intimidated by the ‘other’. Schools sometimes plan student attendance at provincial or federal parliamentary debates, city council etc. which often result in the same exposure to vigorous debate. Debate should not avoided out of fear of traumatizing students.  It was suggested that students be pre-advised re: the culturization of debate and be provided a fact sheet so that they are informed regarding the policies, procedure and language and that this will allow them to engage without intimidation.  Other members felt that debate can become disrespectful and that trends beyond what students should expect during attendance.  Inquiry was made as to why the indigenous community was not represented on EPAC. Trustee advised that the ACAC was not seeking equity but rather seeking to be recognised as a distinct group within the Board with distinct rights and expectations.  A member suggested that ACAC does not represent the entire Indigenous community and that regardless of ACAC’s position on involvement with EPAC, we send out invitations to the other Indigenous community groups or individuals to determine if others may wish to join EPAC as members or observers. | Staff Resource person will review what funds may be available for funding student transportation. |
| **Enhancing Equity Task Force Recommendations and Next Steps** | Questions to be addressed: what will the TDSB look like operationally, post-SRO response? How will all recommendations be operationalized? What happens if the Board does not accept the ETF recommendations?  Advised that the Operational Board Staff report is due on January 31, 2018 at the P&P meeting. Report goes from the staff to the Board then back to staff if not accepted.  Member observed that the ETF process was good overall, however, there was a lack of cultural specific expertise, the ‘privileged group’ had a large voice that overrepresented their own concerns.  Trustees present were asked: what is the budget given to the Board to operationalize the ETF policies? Is it a multi-year strategy? Which ‘lense’ was used to prioritize these items? Who sat to prioritize the items? The budget and monetary amount has to be transparent, what is being done to ensure this? Which expertise was brought in from the start to ensure intentional address of the issues? Who are the writers of the final document? Why is there a lack of transparency? Members of the BSAAC – Black Student Achievement Advisory Committee feel disrespected as they contributed to, but have been left out or final decisions. P&P on risks adversarial meeting on Jan 31st.  Trustee response: There was a preliminary budget but it was not shared with the EPAC committee. Who is on the team and prioritized the items is a good question. The preliminary strategy calls for a multi-year plan. Only co-chairs of advisory committees were invited to meet. There was an EPAC post-consultation meeting and focus group. 8 members were present and hard copy recommendations drafted.  Member asked, what can we do to be action focused? Can all CACs have access to the report writers and experts, prior to the meeting? Can we see the report? Can we draft a formal letter or pull together a delegation to ‘back’ the BSAAC?  Member requested that we form a delegation to meet with Board staff on January 31, 2018?  Trustee advised that there is no other committee prior to January 31st so demanding the report may be pointless.  Member noted that emergency meetings have been called and voting can be done by email-motion or phone-motion.  Member contended that the draft of the equity policy has been requested for about a year and that it has yet to be released to the Equity Committee.  Trustee Chair of the Governance Committee advised that he has asked for the agenda in advance and will ask the Executive Superintendent of Education overseeing Equity to share the document with us or provide a reason why he cannot.  2 part motion made, seconded then voted on. The proposal gained unanimous/general consent, with no one present objecting or abstaining. [A]Be it moved that EPAC is requesting the EP Draft and [B] we request that Trustee Brown officially ask Executive Jim Spyropolous for the draft by Wednesday, January 24th, 2018. | Chair of the Governance Committee advised that he will ask the Executive Superintendent of Education overseeing Equity to share the document with us or provide a reason why he cannot. **Done**  Trustee Brown has spoken to Jim Spyropoulos, who is the Executive Superintendent of Education overseeing Equity, regarding the motion moved at the last EPAC meeting.  **[A]Be it moved that  EPAC is requesting the EP Draft and**  **[B] we request that  Trustee Brown officially ask Executive Jim Spyropolous for the draft by Wednesday, January 24th, 2018**  Trustee Brown has been informed that the draft Equity Policy will be released to all CACs in conjunction with a general public release of the document. The target for releasing it is either sometime this week [ending January 26, 2018] or early next week [week ending February 2, 2018]. Trustee Brown was not given an exact date. The expectation is that once EPAC has access to the document, EPAC can then provide written feedback. |
| **Staff Report:**   1. **Updated IEF implementation** 2. **Updated on Draft Equity Policy** 3. **Other Business** | Left for February 15, 2018 meeting. |  |
| **Next Meeting Date** | February 15, 2018 and then March 22, 2018 |  |
| **Adjournment** | 9pm |  |