

## Community Advisory Committees

**Name of Committee:** Equity Policy Community Advisory Committee (EPCAC)

**Meeting Date:** November 25th, 2024

A meeting of the Equity Policy Community Advisory Committee convened on Monday, November 25<sup>th</sup>, 2024 from 6:30 p.m. to 8:30 p.m. with acting Co-Chair Jean-Paul Ngana presiding. This meeting was held via Zoom.

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**Attendance (via Zoom):**

**Members:**

Jean Paul Ngana (Co-Chair, Parent) Sophia Ruddock(Parent), Janina Cherkewich(parent, Charlene Dunstan(Parent),Feven Haddish(Parent)

Staff Resource Persons: Marwa Hamid (Superintendent of Education – Family of Schools 22), Cheryl Nambiar (Administrative Liaison Family of Schools 22)

**Non-Members:**

Trustee Dennis Hastings, Mr. Chica, ), Aamir, Teresa, Roylei, Akilah, Nasreen, Aarosh

**Regrets:**

Eleanor Yang CCNCTC, Rachel Mansell - The mosaic Institute, Sukhpreet Sangha-WLEAF, Joella Connaught, Byron Weinberg,

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ITEM	DISCUSSION	RECOMMENDATIONS / MOTIONS
Call to Order / Quorum / Reading of Meeting Norms	<ul style="list-style-type: none"> <li>Meeting called to order at 6:33 p.m.</li> </ul> <p>At a committee meeting, all EPCAC members shall:</p> <ul style="list-style-type: none"> <li>Adhere to the established process;</li> <li>Listen to each other with an open mind and without interruption, in order to gain better understanding and clarity of the issues at hand;</li> <li>Remain civil and respectful of each other;</li> <li>Refrain from making any negative or disparaging statement against another member; and state opinions and respond to others within the agreed upon time limit for a topic.</li> </ul> <p><b><u>Quorum</u></b></p> <ul style="list-style-type: none"> <li>Charlene, Jean Paul, Trustee Aarts, Sophia, Janina Feven</li> <li>Confirmed Quorum bylaw is 40% plus 1</li> </ul>	
Land Acknowledgment	<ul style="list-style-type: none"> <li>The meeting began with a Land Acknowledgment</li> </ul>	
Declarations of Possible Conflict of Interests	<ul style="list-style-type: none"> <li>None</li> </ul>	
Approval of Agenda	<ul style="list-style-type: none"> <li>Sophia Ruddock, seconded by Charlene Dunstan</li> </ul>	
Approval of October 28, 2024 Minutes		
Matters Arising from Previous Meeting Minutes	<p><b><u>Re. Equity Department Presentation (October 28)</u></b></p> <p>Jean-Paul commented on the following: TDSB is not able to measure how equitable the system is (ratio)</p> <ul style="list-style-type: none"> <li>slide deck to be shared from the last meeting</li> <li>How Equity team can collaborate with Human Right team</li> </ul>	

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	<p>with TDSB</p> <ul style="list-style-type: none"> <li>• Have someone from the human right team to come to our meeting and share with us what they do and reflect what equity team does vs what human rights team does</li> <li>• Reached out to Human Rights and is in agreement of joining a future meeting</li> </ul> <p><b><u>Mobile Device Policy</u></b></p> <ul style="list-style-type: none"> <li>• Still open for written feedback</li> <li>• Draft policy posted – Still opportunity for written feedback until Dec 10</li> </ul> <p><b><u>Budget Consultation Feedback</u></b></p> <ul style="list-style-type: none"> <li>• Sent on November 3</li> <li>• Feedback due to ministry Nov 8</li> </ul> <p>Nov 27 – Finance and Budget meeting final submission posted as holistic.</p>	
Trustee Board Updates	<p><b><u>Update from Director search – trustee Aarts</u></b></p> <ul style="list-style-type: none"> <li>• We have not had updates from the committee.</li> <li>• Only thing to share earlier this fall was that the committee hired an agency to support search and working on it but the board did not have any updates.</li> </ul> <p><b><u>EPCAC Plan</u></b></p> <ul style="list-style-type: none"> <li>• Working on spreadsheet with different strategies, board reports and timelines</li> <li>• Finalize Ideas</li> </ul> <p><b><u>Board Review of CACs</u></b></p> <ul style="list-style-type: none"> <li>• All school boards in the province are required to hold an</li> </ul>	

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	<p>organizational board by November 15</p> <ul style="list-style-type: none"> <li>• Board going through a review community engagement model and new advisory committees from the last few years.</li> <li>• Recommendations – looking at assessing and working with advisory committees; new procedures were developed (January)</li> <li>• Procedures are meant to be better structure and guidance for CAC; includes a review process for all committees</li> <li>• Working with EPCAC and ICCAC to create a new CAC focused on social determinants and equity</li> <li>• Don't know if the mandate for EPCAC changed but ICAAC changed mandates over the years.</li> <li>• EPCAC is now supposed to go through this review process with a goal of reporting out in January</li> <li>• Trustees asked staff to add layers to review, as they are looking for a broader perspective of what advisory committees the board has and are they the best format.</li> <li>• Recommendation board adopted is trustees, co chairs of EPCAC and ICAAC work with director and committee members to review mandate and explore options including development of a new single committee advisory committee model focused on equity and social determinants of health.</li> <li>• Bring in and speak with Michelle Monroe community engagement office which has the best expertise on community engagement and advisory committees, and they led all background work in CAC review as well as developed review templates and surveys. We need to complete this as a committee as well</li> <li>• In terms of timeline – not immediate, take time to do it so the goal is for 2 committees to work together with the trustees and director and then for the directory to report in the next fall 2025</li> </ul>	

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	<ul style="list-style-type: none"> <li>• look at what city of Toronto does – they have lots of different structures</li> <li>• Stakeholder, staff reference committees, much more flexibility and variety – did discuss how as a system we can move in that direction</li> <li>• reflect structure board has – how to find out if it is effective and efficient</li> <li>• possible to share the rationale that led to this recommendation that we consider the EPCAC and ICCAC form merging?</li> <li>• Concern: equity infrastructure like intersectionality and facing barriers because of two identities and which advisory committee they should approach to discuss the systemic. One body that can do it would be good or can one committee have subcommittees.</li> <li>• Social determinants of health – should we be focusing on education instead of health</li> <li>• Struggle with Quorum with lots of committees – ICCAC struggles to</li> <li>• Committees should be updating their mandates as the board does with the MYSP every 4 years</li> <li>• Not just having committees – making sure it is intentional, asking people to volunteer we have an intentional structure for them to follow in a way that it creates value not only for board but for the person itself also.</li> <li>• number of members required is a lot and its also a lot for volunteers- puts extra load on staff</li> <li>• Ideal structure would be 8 at a time which will lead room for committees to arise</li> <li>• Is there any document to support that the board approved for EPCAC and ICAAC to consider merging</li> <li>• Is it a committee that meets needs of broader</li> </ul>	

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	<p>intersectionality?</p> <ul style="list-style-type: none"> <li>• As committee we need to update terms of reference in keeping with new procedures that were adopted</li> <li>• And there's also a survey for committee review – this committee slated for review 2024-2025 school year.</li> <li>• Michelle Munroe's office has surveys to fill out and give perspective. It will be good for us and help us collect different feedback and have deeper look at the committee</li> </ul>	

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<p>Questions</p>	<ul style="list-style-type: none"> <li>• <b>Question:</b> What makes a voting member ? <b>Response:</b> people that are members of committee as a pose to visitor or presenter</li> <li>• <b>Question:</b> Are they asking us to limit how many committees we have? And within the board? <b>Response:</b>We already have a limit to 10. The board has 10 which means we cannot add new ones.</li> <li>• <b>Question:</b> Do they want to vet up the committees that we already have?</li> <li>• <b>Response:</b> Yes, so we are that's part of the governance procedure that was adopted last year is that all committees are vetted every 3 years to be more holistic</li> <li>• The review to help us look at what of the 10 committees that we have available to us are we serving all the needs across those (service of board &amp; MYSP) do they serve needs of board and students</li> <li>• <b>Question:</b> If we find that they do not serve the needs, is there room for new committees? <b>Response:</b> there is not (we have 10 so we cannot add more)</li> <li>• <b>Question:</b> Are we looking at overlapping agendas with trustees? Looking to merge committees that have overlapping agendas , would that create space for more committees if necessary?</li> <li>• <b>Response:</b> We are supposed to also be reviewing terms of reference with new procedures adopted in Jan, looking at terms of reference, mandate also in existing committees. EPCAC formed 19 years ago and was only committee that dealt with anything equity in system; since then ICAAC – used to be model schools – look at social deterrence for health, overlapping mandate,</li> <li>• <b>Question:</b> What 10 committees do we currently have? <b>Response:</b> Alternative schools, Black student achievement, Community use of schools, Environmental sustainability, Early Years, Equity Policy,, French as a second language</li> </ul>	
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	<p>Inner city, Urban Indigenous, 2SLGBTQ+</p> <ul style="list-style-type: none"> <li>• <b>Question:</b> Is there a recommendation to look at merging or they are saying we should merge</li> <li>• <b>Response:</b> Merging 2 committees has been many years conversation, looking at what's the best format has been many years conversation, as committees have evolved as other ones that also deal with equity</li> <li>• <b>Question:</b> Will there be information provided on alternative models and is there a plan for the 2 groups to meet together for a consultation.</li> <li>• <b>Response:</b> Trustee Dawson (ICAAC) they are able to meet and discuss, we need to make a plan on how to do that make time for one meeting and also work with and rely on Michelle Monroe office as well.</li> <li>• <b>Question:</b> When is the review of the 3 committees?</li> <li>• <b>Response:</b> No notice yet but scheduled EPCAC is for January 2025.</li> </ul>	
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ITEM	DISCUSSION	RECOMMENDATIONS / MOTIONS
Other business	<ul style="list-style-type: none"> <li>Next meeting: Terms of reference discussion and discussion of mandate if it fits the committee</li> </ul>	
Next Meeting Date	<ul style="list-style-type: none"> <li>December 16, 2024</li> </ul>	
<b>Adjournment</b>	<ul style="list-style-type: none"> <li>8:00 PM</li> </ul>	