

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

**General Meeting**: Monday, October 26, 2020

A meeting of the Equity Policy Community Advisory Committee convened on Monday, October 26, 2020 from 6:39 pm to 8:30 pm on Zoom with Parent Co-Chair Catherine Maloney presiding.

| **Members in Attendance**:**Staff Present:**  | Alexander Brown (Trustee), Kris Guthri (Parent), michael kerr (Colour of Poverty-Colour of Change), Catherine Maloney (Parent Co-Chair, Aleem Punja (Parent), Sue Winton (Parent)Remi Warner (Senior Manager, Human Rights Office), Precious Sidambe (Administrative Assistant),  |
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| **Regrets**: | Harpreet Gill (Trustee), Yalini Rajakulasingam (Trustee),Tesfai Mengesha (Success Beyond Limits), Sharon Beason (Parent), Dennis Keshinro (Belka Enrichment Center); Sophia Ruddock (Parent), Pablo Vivanco (Jane/Finch Community and Family Centre) |

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| **ITEM** | **DISCUSSION/ACTION ITEMS /** **RECOMMENDATION/MOTION** |
| **Call to Order, Acknowledgement of Traditional Lands, Reading of the Meeting Norms and Approval of Minutes** | The meeting was called to order at 6:39 pm. Acknowledgement of Traditional Lands and Meeting Norms were read. The agenda and minutes from the January 27, 2020 meeting were approved. |
| **Chair of the Board, Alexander Brown** | The Chair shared his gratitude for the committee members for their ongoing support and work, especially during Covid-19. Equity at the BoardIn response to bringing equity at the forefront, the Board of Trustees have looked at the way they govern and operate – they have engaged in Equity and Anti-Racism professional development. Summary of Input Received Regarding Director’s SearchA member of the committee asked if there was a summary of input received regarding the hiring process for the new Director of Education. In response, the Chair stated that the hiring committee can present a report on what process they used, what worked, recommendations and guidelines to improve the process. |
| **Co-Chair Updates** | The Parent Co-Chair shared some updates with the committee from the Co-Chair meeting. CAC annual reports will be deferred until the end of the school year and the Parent and Engagement Office will be sending committees guides about using Zoom for meetings.The Parents as Partners Conference was discussed, particularly, the lack of notice given to committee members to participate and the lack of communication all around. The members noted that there were very few presentations this year and that there was room for some critical pieces to be included. The Chair thanked the members for raising their concerns. He mentioned that before Covid-19, the Board developed a Communications Policy and noted that this a good example of the need to consult and engage with the Board’s external and internal bodies.  |
| **Community Co-Chair Vacancies: Notice** | The staff lead advised the committee of the parent community co-chair vacancy following the resignation of Cathy Maloney. In addition, the committee was advised that the term of community co-chair, Dennis Keshinro had ended in September of 2019. There is a provision in the EPCAC Terms of Reference that allows for a term extension. A notice of election was given to the committee members who were advised to send their nominations to the committee assistant. The committee had a discussion around another provision in the Terms of Reference that states that the parent and community co-chair elections should be staggered wherever possible, for continuity purposes. It was decided that staff would engage the community co-chair outside of the meeting to get his intent in continuing in his current role.  |
| **EPCAC Community Membership** | The committee had a discussion around membership and if there would be a call out for new membership. Staff advised that the committee currently has four community members and five parent members. According to the terms of reference, EPCAC can have up to eight parent/guardian/caregivers and up to six community representatives.  |
| **Policy Updates: Human Rights Policy and Workplace Harassment Prevention Policy** | Staff provided an update on the Human Rights Policy and the Workplace Harassment Prevention Policy. A brief update was also provided regarding the policy schedule, including the halting of any new consultation on Board policies due to covid-19, until directed otherwise. |
| **Other Business** | Role of EPCAC and MembersA discussion was held about the committee’s role and its direction. There was a discussion of the committee’s role and mandate, and some concern expressed about the lack of meaningful engagement around substantive equity issues at the Board – including but not limited to policy issues – as most recently demonstrated in the lack of engagement with the Committee up front on the important equity issues and considerations needing to be factored into back to school/covid-19 pandemic planning. It was clarified that the mandate of the Committee is not only related to reviewing policies. Furthermore, the committee discussed the other equity seeking advisory committees that have been established since EPCAC. In thinking about EPCAC’s role in this new context, an idea was put forward about possibly convening a twice yearly inter-equity CAC shared circle – for both experience sharing as well as shared equity lens identification and coordinated advocacy opportunities with other equity seeking CACs. Concerns were also expressed about the use of overly formal rules (Roberts Rules) for committee meetings, which was seen by some to get in the way of more free flowing engagement and interaction. The possibility of amending the Terms of Reference was brought up as a potential solution, for future consideration.  |
| **Adjournment** | The meeting adjourned at 8:30 pm.  |