



## **COMMUNITY ADVISORY COMMITTEE MINUTES**

Committee Name: Aboriginal Community Advisory Committee

Date: Tuesday March 20, 2018

Time: 5:30pm- 8pm

### **Core Voting Constituent's:**

Present: Constance Simmonds (MNO Senator), Renee Dixon (Parent), Marilyn Hew (TYRMC/MNO), Shannon Judge (Parent), Neil Judge (Parent), Chantal McGregor (Council Fire), Mike Auski (U of T), Patricia Schuyler (YWCA), Dr. Susan Dion (York University), Ryan Neepin (OISE) and Rebecca MacAlphine (OISE).

### **TDSB Trustee's:**

Present: Pamela Gough and Alexander Brown.

### **TDSB Staff:**

Present: Christina Breen (Vice Principal, FNST), Roxanne Chee (Teacher), Mary Doucette (Acting Community Liaison), Natasha Gleeson (Student Success Teacher), Bonnie Johnston (Community Liaison), Dr. Duke Redbird (Artist in Residence), Mervi Salo (Centrally Assigned Vice Principal), Tanya Senk (Centrally Assigned Principal), Tasha Smith (Teacher, FNST), Sandy Spyropoulos (Executive Superintendent), Kenneth Morden (Principal, Eastview Public School), Lori McKay (Retired Principal, FNST) and Meaghan Salisbury (Teacher, FNST).

**Guests:** John Meleady and Rob Lackie.



**Regrets:** Dr. Joanne Dallaire\*, Randy Pitawanakwat\*, Dr. Bob Phillips\*, J'net Ay Ay Qwa Yak Sheelth\*, Nick Bertrand, Jennifer Gray\*, Randy Pitawanakwat\*, Mark Varvas, Pauline Shirt\* and Crystal Basi\*.

ITEM	DISCUSSION	RECOMMENDATION/ MOTION/ACTION
Call to Order, Traditional Opening, meeting etiquette/ code of conduct	Bonnie Johnston chaired the meeting. Elder Dr. Duke Redbird conducted a traditional prayer and land acknowledgement to open the meeting followed by introductions of the membership in attendance.	
Approval of Agenda	The agenda of March 20 <sup>th</sup> , 2018 was approved by consensus.	<ol style="list-style-type: none"> <li>1. Senator Constance Simmonds</li> <li>2. Shannon Judge</li> </ol>
Review and Approval of the minutes of January 16 <sup>th</sup> , 2018	The minutes of January 16 <sup>th</sup> 2018 were amended and approved by consensus.	<ol style="list-style-type: none"> <li>1. Marilyn Hew</li> <li>2. Renee Dixon</li> </ol>
<p>ACAC Priorities</p> <ol style="list-style-type: none"> <li>1. Aboriginal TDSB Trustee</li> <li>2. Aboriginal Student TDSB trustee</li> <li>3. Hiring practices, recruitment, retention and mobility</li> </ol>	<p><b>Aboriginal TDSB Trustee</b> is deferred until next meeting.  <b>Aboriginal Student TDSB Trustee</b> is deferred until next meeting.</p> <p><b>Hiring practices, recruitment, retention and mobility:</b>  We need to find identify the barriers and find a critical pathway. Put the actualization of mobilization into concrete practice.</p> <p><u>ACAC Members:</u></p> <ul style="list-style-type: none"> <li>• Expressed their concerns about TDSB hiring processes.</li> <li>• ACAC member recently applied for a teaching job at the TDSB and discussed the barriers he experienced as an Indigenous candidate.</li> <li>• Doesn't feel as though the interview process is setting up Indigenous</li> </ul>	



	<p>candidates for success.</p> <ul style="list-style-type: none"> <li>• Distressed that a masters of education student from the University of Toronto, who also self identifies as Indigenous didn't get hired.</li> <li>• It is very disappointing to know that hiring committee members are making hiring decisions without any knowledge of what Indigenous people want as a community for their children.</li> <li>• It was suggested that TDSB Unions should learn about the Truth and Reconciliation Commission: Calls to Action and discuss hiring practices.</li> <li>• Asked if there is room for the voice of an Indigenous Elder to vouch for the candidates?</li> </ul> <p><u>Tanya:</u></p> <ul style="list-style-type: none"> <li>• Elders are always present in AEC interviews.</li> <li>• New teachers/LTO's were not a part of this process.</li> <li>• The TDSB needs to have a procedure in place to recruit and hire new Indigenous teachers.</li> <li>• The TDSB is looking into the situation regarding the ACAC member who applied for the teaching job.</li> </ul> <p><u>Duke:</u></p> <ul style="list-style-type: none"> <li>• We need an advocate in the unions for issues associated with Indigenous employees.</li> </ul> <p><u>Alexander:</u></p> <ul style="list-style-type: none"> <li>• Suggested a financial facts document with numbers of Indigenous hires.</li> </ul>	
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	<ul style="list-style-type: none"> <li>• What's the increase/decrease? Set a goal that shows we're missing this ratio so how would we go about that?</li> </ul> <p><u>Sandy:</u></p> <ul style="list-style-type: none"> <li>• In regards to Ryan's position- there is no mandate that they have to hire Indigenous teachers.</li> <li>• We need to look at the interview process itself and we need input and influence when looking at the interview questions. We need to look at the entire system.</li> <li>• Tanya and Mervi had two Elders participate on the hiring committee in their interviews and this does not happen elsewhere.</li> <li>• There were also specific questions regarding Indigeneity. The Elders opinion outweighed Sandy's.</li> <li>• This is not only a priority for ACAC but also for the integrated equity framework. One of those aspects being employment equity.</li> <li>• The TDSB needs to hire more Indigenous staff.</li> <li>• Working with different departments in regards to 'preference' being given to Indigenous peoples.</li> <li>• Want to be able to say 'preference' will be given to Indigenous peoples on all job postings regarding Indigenous positions. We need to identify where the barriers are.</li> <li>• Looking into the qualifications/requirements to see if this can be changed or modified.</li> <li>• It is time consuming and therefore impossible to have Indigenous Elders be a part of each and every interview.</li> <li>• Isn't the point to teach biases and Indigeneity? Everyone needs this training. 37000 staff over four years.</li> </ul>	
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	<ul style="list-style-type: none"> <li>• Recognizes there's a huge need in the system.</li> <li>• This could be a conversation for Pardeep Nagra as this is his area and focus. We can ask for him to come to ACAC meeting and speak. To find out status of the SAP census as well as an update over the last 3-5 years.</li> <li>• Looking at this will help us to move forward in a good way.</li> </ul>	<p>Action: Sandy will connect with Pardeep Nagra for data/information on Indigenous staffing for the past 3-5 years.</p>
<p><b>Staff Update:</b></p>	<p><b>Sandy Spyropoulos - Update</b></p> <ul style="list-style-type: none"> <li>• Introduced the 'Indigenous Health Initiative' and asked ACAC if they would be interested in learning more.</li> <li>• Friday before the March break, Eastview Public School hosted a visit by two Provincial Cabinet Ministers as they announced funding towards Indigenous language programs over the next two years.</li> <li>• March 28<sup>th</sup> – Programming and school services will have received the Aboriginal Education report.</li> </ul> <p><b>Tanya Senk- Update</b></p> <ul style="list-style-type: none"> <li>• The AEC has been facilitating a professional learning module with the registration filling up within two hours of being posted.</li> <li>• The latest PL workshop is on treaties with Dr. Hayden King. The 2<sup>nd</sup> part is on the impact of colonization, accomplishments and achievements.</li> <li>• There has been an increased demand for professional learning within the TDSB.</li> <li>• The Indigenous capacity network has met and will be meeting again soon.</li> <li>• Hosted TARO Indigenous Education leads with approx. 13 different</li> </ul>	<p>Sandy Spyropoulos will invite members from the Indigenous Health Initiative to the next ACAC meeting for a brief presentation.</p>



	<p>boards.</p> <ul style="list-style-type: none"> <li>• Very powerful conversations happened regarding Indigenous education and equity and how the work can evolve.</li> <li>• May 4<sup>th</sup> is the 3<sup>rd</sup> Annual Indigenous Mental Health Conference.</li> <li>• March 23<sup>rd</sup> at 7pm the AEC is hosting a movie night with film direction Alanis Obomsawin for her film, “Our People Will be Healed”.</li> <li>• Friday April 20<sup>th</sup> and 21<sup>st</sup> – Minister’s Ninth Annual Parent Involvement Committee (PIC) Symposium. If interested in attending, please connect with Bonnie Johnston.</li> </ul>	
Elders Update	<p><u>Dr. Duke Redbird:</u></p> <ul style="list-style-type: none"> <li>• The Elders council has 4 members, Duke Redbird, Vern Harper, Pauline Shirt and Joanne Dallaire.</li> <li>• The Elders council provides advise/wisdom/guidance when it comes to Indigenous topics within the TDSB.</li> <li>• Congrats to Tanya and the AEC team as they are making unprecedented strides in the education system. In two years we’ve accomplished more than 140 years</li> </ul>	
UIECE Update	<p><u>Shannon Judge: -update</u></p> <ul style="list-style-type: none"> <li>• Recently the UIECE received 11.5 million dollars for the building.</li> <li>• Hoping to have some more concrete planning with a timeline but it will take time to see changes.</li> <li>• We will move ahead with certain projects (i.e. community kitchen, back fence, play structure, kindergarten playground, etc.)</li> </ul>	
Next meeting Date:	The next ACAC will be on Tuesday April 17 <sup>th</sup> @ 5:30pm. Located in room 123, 16 Phin Ave.	
Traditional Closing:	Elder Dr. Duke Redbird closed the meeting.	





Toronto District School Board

