



COMMUNITY ADVISORY COMMITTEE MINUTES

Committee Name: Black Student Achievement Advisory Committee (BSAAC)

Date: Monday, January 8, 2018

Time: 7:00 p.m.

Present: Trustee Co-Chair Tiffany Ford, Community Co-Chair Yolande Davidson, Trustee David Smith, Trustee Sheila Cary-Meagher, David Mitchell, Sophia Ruddock (via teleconference), Mohamed Ahmed, Neil Donaldson, Queen Kukoyi, Sharon Beason, Dahlia Bateman

TDSB: Jeewan Chanicka, Yvette Blackburn, Kurt Lewin, Jamea Zuberi, Deborah Costello

Guests: Caitlin Hewitt-White and David Regan (End Dress Codes Collective)

Regrets: Warren Salmon, Zanana Akande, Trustee Chris Moise, Margaret Parsons, Liben Gebremikael, Carl James, Antoine Derosé, Jermaine Wallace, Dennis Keshinro, Ronell Matthews, Rosalie Griffith, Randy Samuel, Michelle Munroe Jean Enoch, Brandon Hay, Ahmed Hussein, Bradley Morris, Julian Falconer, Sandy Thomas, Kevin Sutton, Thamara Mendez

Recorder: Daniel Conforti

ITEM	DISCUSSION	RECOMMENDATION
Call to Order/Confirmation of Quorum	Meeting called to order.	
Approval of Agenda	Approved with the addition of moving the equity discussion earlier in the agenda.	
Approval of Minutes	Minutes from the 2017-11-06 meeting were approved. <ul style="list-style-type: none"> • BSAAC Co-Chair to look at the consideration for the Parent and Community Engagement Office from the November 6, 2017 notes. 	



	<ul style="list-style-type: none"> The recommendations made by BSAAC at the November 6, 2017 meeting regarding the Draft Equity Policy, will flow to the January 17, 2018 Program and School Services Committee (PSSC) meeting Regarding the Equity Department Organizational Chart: A draft is being created. BSAAC would like to see the draft before going to committee. The Executive Staff Lead of BSAAC to share with BSAAC members if a draft is made available. 	
Declarations of possible conflicts of interests	<ul style="list-style-type: none"> Yolande Davidson: Jamaican Canadian Association (JCA) is a partner with the Safe Schools Program. Kurt Lewin: Board Member of the Black History Society. Mohamed Ahmed: Success Beyond Limits 	
Check-In:	<p>SRO Update: Executive Staff Lead from BSAAC provided an update on the SRO Program. The program has ceased and will not be returning to our schools.</p>	
Conversation on Equity and Anti-Black Racism	<p>BSAAC discussed and worked together to build a recommendation pertaining to the establishment of an Anti-Black Racism Strategy that would address key issues framed around the following:</p> <ul style="list-style-type: none"> a) Grad Rates b) Suspensions and Expulsions c) Employment Equity d) Early Years Literacy e) Streaming <p>This strategy would be aligned with various Enhancing Equity Task Force recommendations, but would be its own DISTINCT strategy.</p>	<p>Anti-Black Racism Strategy: Recommendation that the board create a distinct Anti-Black Racism Strategy, that clearly extrapolates and implements the goals, aims and resourcing in terms of funding applicable for the Enhancing Equity Task Force recommendations, denoting outcomes for Black student achievement from 2018-2020.</p>



	<p>Q: Would this be part or housed in the Black Centre of Excellence? A: The vision would be to institutionalize this and not just make it part of one particular centre.</p> <p>Q: Does the TDSB track and/or record data on suspensions/expulsions? A: Yes, through the TDSB Research Department</p>	
<p>End Dress Codes Collective</p>	<p>A presentation was delivered to BSAAC on behalf of Caitlin Hewitt-White and David Regan on an initiative to end dress codes at the TDSB for students.</p> <p>Background:</p> <ul style="list-style-type: none"> • The OSSTF Status of Women Committee developed a workshop questioning racist/sexist corporation dress codes which were targeting certain demographics • Looking at reasons behind students being removed from class (suspensions/expulsions) due to school board policy (PO42) • Hoping to either abolish the dress code policy in the TDSB (PO42) or revise the current policy/create a new one including the removal of uniforms <p>BSAAC were provided with a hardcopy of information at the meeting and asked to provide feedback, should they wish, via email to Caitlin Hewitt-White at caitlinhw@gmail.com</p> <p>Comments from BSAAC:</p> <ul style="list-style-type: none"> • Positive response to the findings/information and considering partnering with BSAAC moving forward • We are asking too much from our teachers to have to regulate dress codes due to identifying groups • Comment made that if staff do not have a dress code, students should not as well 	



	<ul style="list-style-type: none"> Consider that the policy is not the only issue as there can be racist behaviours behind why students are being sent down to the office due to dress codes 	
Membership	<ul style="list-style-type: none"> There is a need for student representation on the membership list. BSAAC members can email Daniel.conforti@tdsb.on.ca with possible names. To be reviewed again in 2018. 	
Other Business:	<p>The following items were brought forward by TDSB staff Kurt Lewin</p> <ol style="list-style-type: none"> Status of Africentric programming at the elementary and secondary levels <i>Challenges with the program pertaining to enrolment and keeping students in the program. Further discussions can be held off line with the appropriate staff.</i> UPDATE: The Know Your Worth Conference will be held at York University in partnership with the Black Law Students Association of Osgoode and the TDSB African Heritage Month Committee. The date is set for February 28, 2018. http://blsaosgoode.com/know-your-worth-conference/ Promotion Process and tracking the status of African Canadian educational leaders (providing support to African Canadian educators who are interested in formal positions of leadership or who are on the VP /P promotions list) <i>Q: Can we track the number of Black staff who are on the Principal/Vice-Principal list and how long they have been on the list?</i> <i>Q: How do we know if the people on the list are black?</i> <i>A: Some staff self-identify, but not all)</i> 	



	<p><i>Q: How long is the list valid for?</i> <i>A: People drop off the list after 3 years of not being selected.</i> <i>*Consider including this within the proposed Anti-Black Racism Strategy</i></p>	
Next Meeting Date	Monday, 5 February 2018 – 5050 Yonge St., Committee Room A	
Adjournment		

