



COMMUNITY ADVISORY COMMITTEE MINUTES

Committee Name: Equity Program Advisory Committee

Date: November 26, 2015

Time: 6:30 pm

Present: Trustee Co- Chair Jennifer Arp; Co- Chair Marjolein Winterink (Parent); Co- Chair Joesiann Nelson (Black Creek Community Health Centre) Augustre Munro (Parent);Margaret Blair- Grant(Parent); Nathan Gilbert (Inner City Advisory Committee); Abdul Hai Patel (Former Commissioner Ontario Human Rights Commission); Leonard Wandili (AHEN); Andrea Vásquez Jiménez (Alt - Latin American Education Network); Sophia Ruddock (Parent); Michael Kerr (Colour of Poverty - Colour of Change)

TDSB Diane DeiAmoah(Central Coordinating Principal- Equity); Executive Superintendent Jim Spyropoulos (Equity and Inclusive schools); Kevin Sutton (Equity) Pardeep Nagra (Manager, Equity); Roxanne Chee (TDSB Teacher) ; Jyoti Khona(TDSB Teacher); Ken Jeffers (TDSB GBVP);

Teleconference: Derik Chica (Latin American Education Network) Christopher Penrose (Success Beyond Limits)

Regrets: Sharon Simpson (Urban Alliance on Race Relations); Amita Handa (TDSB, Equity); Byron Gray (Jane and Finch Centre)

Guests: Alison Forlemu(Black Creek); Gazi Rahman (Parents); Astrid Jacques (Parent); Halgan Ahmed (AHEN)

Recorder: Latha John (Parent and Community Engagement Office)

ITEM	DISCUSSION	RECOMMENDATION/MOTION
Call to Order/Quorum	Chair Winterink called the meeting to order at 7:00pm. Quorum was achieved. Welcome Introductions followed.	
Approval of Agenda	NABSE conference update to be added to the agenda. Motion to approve the agenda as amended by Nathan Gilbert	



ITEM	DISCUSSION	RECOMMENDATION/MOTION
<p>NABSE conference</p>	<p>seconded by Abdul Hai Patel. All in Favour. Motion carried.</p> <p>Update on NABSE(National Alliance of Black School Educators) Annual Conference in Washington</p> <p>The report to be presented to EPAC in January 2016. Strong contingent from TDSB was represented at the conference as well as 12 AHEM members and members from Ontario chapter of NABSE.</p> <p>Following recommendations made last year were met for this year's conference at Washington</p> <ul style="list-style-type: none"> • Parents /community members were represented at the conference. • Larger contingent from TDSB was represented. <p>Nova scotia representation was larger than Ontario and had students represented at the conference. Good representation from Canada</p> <p>Warren Salmon chair of ONABSE was elected the commissioner for International Delegates.</p> <p>Feedback What does the position of Commissioner for International delegates entail? The Commissioner is part of the Executive committee of NABSE who make important decisions. NABSE is represented worldwide and is growing, the conference had representatives from Zimbabwe and Senegal. The growth of ONABSE was recognised</p>	<p>Action: NABSE report to be presented in January 2016</p> <p>Action: EPAC to participate in the next NABSE conference.</p>



ITEM	DISCUSSION	RECOMMENDATION/MOTION
	<p>and also the reason that Warren Salmon Chair of ONABSE got the position. NABSE is not only for black educators but for all educators.</p>	
Minutes	<p>Motion to approve the October 1st minutes by Nathan Gilbert seconded by Trustee Arp. All in favour. Motion Carried.</p> <p>Motion to approve the October 22nd minutes by Chair Marjolein Winterink seconded by Chair Joessiann Nelson All in favour. Motion carried.</p>	
Chair Report	<p>EPAC Chairs are working on the following:</p> <ul style="list-style-type: none"> • Feedback collected from the information session and the action items from May 30. • Communications department to be involved with information collected. • EPAC to focus on the budget needs for the Equity department. Census portraits • The revision of equity policy 	
Trustee Report	<p>Director Donna Quan is leaving on Dec 11, 2015 on a secondment position. A Trustee selection committee was formed of five Trustees for the search of the Interim Director.</p> <p>Equity piece in the selection is missing and Trustee Arp is committed to push the focus on Equity in selecting the Director of the Board.</p> <p>Feedback/Discussion</p>	



ITEM	DISCUSSION	RECOMMENDATION/MOTION
	<p>EPAC can influence or provide input of the equity criteria in the selection of the permanent Director. EPAC needs to make delegations to the selection committee of the permanent Director.</p> <p>Q:What were the criteria for the Trustee selection committee? A:EPAC needs to inform the Chair of the board the concerns and question why the Equity criteria were not being reflected in the Trustee selection committee for the Interim Director.</p> <p>EPAC should recommend to the Chair that going forward the Trustee that represents EPAC should be part of the selection committee.</p> <p>The make-up of the selection search committees should reflect the communities of the students. How do they generate the equity criteria in the selecting committee members?</p> <p>**Motion by Abdul Hai Patel that the EPAC Co-Chairs write a letter to the Chair of the board expressing concerns with the process of selection for the search committee for the Interim Director and the criteria for the candidates. Motion seconded by Nathan Gilbert. All in favour. Motion carried.</p>	<p>Action: EPAC letter to be sent to the Chair of the Board.</p>



ITEM	DISCUSSION	RECOMMENDATION/MOTION
<p>Revision to Equity policy – Ken Jeffers & Karlo Cabrera</p>	<p>The current existing Equity Policy was passed in 1999 and was an outstanding policy at that time. It had two documents –Policy and commitment implementation.</p> <p>The writing team reviewed the Equity policy to make it stronger by moving the commitment areas included into the policy. The policy was developed so that board could implement equity mindset in implementing all policies of the board.</p> <p>The draft was presented to EPAC in September 2013 and EPAC passed the draft to Equity Department in November2013.</p> <p>Discussion/Feedback</p> <p>The revised policy takes into account all the legislative changes that have occurred in the province. Policy Analyst of the board has a schedule for the revision of every policy of the board. The Equity policy is going through its review phase.</p> <p>As per the Equity policy set in 1999 , the foundation statement should be the criteria for every policy in the school system but the board’s current operations procedures policy as well as other policies of the board in terms of prioritising does not follow Equity criteria.</p> <p>Q: The draft policy presented has many definitions. A: The current foundation statement of the board is out of date. Most of the definitions are operational statements from PPM 119 which is from the Ministry’s guidelines of Equity policies.</p>	 <p>Draft TDSB Equity Policy NOV 2013.pdf</p>



ITEM	DISCUSSION	RECOMMENDATION/MOTION
	<p>The structure of the policy is defined by the Board’s policy on policies.</p> <p>Who do we engage for the approval of the Equity policy? Revision of the policy should be engaged through board committees and other stake holders.</p> <p>Q: Who is approving the document? This draft was done in 2013. The draft to be presented to other representatives of CAC for feedback. The joint EPAC February meeting with ICAC to focus on the draft. Consultations to go through and presented to the Board of Trustees in Spring 2016 for approval.</p> <p>Q: Training for Teachers in Equity- has it been delivered? A: The Equity policy needs to be cleaned and adopted at the board level. The training to be operationalised as part of the new Equity policy.</p> <p>Feedback The processes are too convoluted and not equitable and difficult for people within the system to be engaged. It is not fair to the people who drafted the policy 2 years ago and waiting to be approved. TDSB is a huge board with huge responsibilities.</p> <p>Accountable to Policies Accountable piece is missing. Is TDSB accountable to policies which they have? Policies are revised and nobody is holding</p>	



ITEM	DISCUSSION	RECOMMENDATION/MOTION
	<p>anybody accountable for all the policies.</p> <p>Feedback Indicators are important piece of accountability in the system. EPAC to table the indicators to be put into place. For any policy there need to be the capacity to measure the intensions with the outcomes. Policy is never enough for the specific criteria that the board has obligated staff to do, parents can hold the board to be accountable to Human rights EPAC to work on the parallel process for the accountability indicators, compliance policy framework. The process to include the system, Senior staff and Trustees.</p>	<p>Action The next focus for EPAC, mechanism to monitor implementation of policy.</p>
OGAP	<p>Conversation with staff and smaller groups to work towards second vision of OGAP. One of the working groups in focus for the OGAP is the Latin American student group. Specific Action items from the Latin American student working group:</p> <ul style="list-style-type: none"> • Increase in FOY hiring of Latin American students • Student clubs at schools with high number of Latin American students. • Elementary School program for 3 years olds in summer. • Continuation of Saturday program for students to earn credits. • Teacher training, hiring practises and employment process. 	



ITEM	DISCUSSION	RECOMMENDATION/MOTION
	<p>EPAC to work with all the groups identified and putting together a document for the board.</p> <p>Aboriginal Community is a specific group which will have their own page are currently working on their version separately with staff support.</p> <p>The feedback from last time was not all groups included.</p> <p>The groups have similarities and different needs</p> <p>The goal is that the document to be finalised by September 2016, the draft of the document with the cost involved to be submitted to the board for approval.</p> <p>Smaller documents which are specific to different groups have to attach to the document.</p> <p>Motion by Chris Penrose that small working group from EPAC to work on OGAP document. Motion seconded by Chair Marjolein Winterink. All in favour. Motion carried</p> <p>The following people are part of the working group for OGAP</p> <p>Christopher Penrose Chair Marjolein Winterink. Andrea Vásquez Jiménez Trustee Jennifer Arp Halgan Ahmed</p> <p>Call out to other groups as projected from the board’s data. As per the Census portraits presented to EPAC LGBTQ needs to be included due to the issues faced by the group.</p>	



ITEM	DISCUSSION	RECOMMENDATION/MOTION
	<p>Feedback Emerging Refugee groups to be included in the OGAP.</p> <p>Support to Community Advisory Committees. The Board is looking at a different staffing model. Each of the larger committees to have a half time assistant to support the committee. Motion by Chris that the board to move forward the staffing model and EPAC to have more support. Seconded by Nathan Gilbert. All in favour. Motion carried.</p> <p>Arrival of refugees into the city and country. TDSB involved in conversation with many concerned organisation. There are clear distinction of refugees between privately sponsored and Government sponsored. TDSB to look at how to support the students. It is difficult to allocate the resource till there is clarity on information. Students to be registered in schools, information on registration of students to be sent to schools.</p> <p>What role does EPAC want to take in the role?</p> <p>Letter of Welcome to be given when they land. TDSB should take the lead and TDSB buildings should be used as places of welcome.</p> <p>Information from the Canadian council of refugees lead by the Citizenship Immigration of Canada is that 10,000 people to arrive by December 31, 2015 and another 10,000 by February 2016. The</p>	<p>Action: Status of the Human rights office and the capacity to be in the agenda.</p>



ITEM	DISCUSSION	RECOMMENDATION/MOTION
	<p>strategy is to transition people across the country working with the settlement based agencies.</p> <p>Staff Feedback School climate, confronting the mindset at schools among staff in the system, the Equity department foresees a lot of work.</p> <p>Feedback Need for language interpreters, trauma counsellors, parents of Arab speaking students in community should be invited to volunteer.</p> <p>Translation and interpretation budget of the board is inadequate for the needs and is going to place a strain on the resources of the board.</p> <p>Refugees welcome party Refugees welcome party in the Toronto Pearson party in Dec 9.</p> <p>Professional Development for staff Q: Professional Development for staff about the background of Syria. Is there a quick package for welcome package? A: Equity department is working on the curriculum.</p> <p>** Meeting extended by 15 Minutes**</p>	



ITEM	DISCUSSION	RECOMMENDATION/MOTION
	<p>Feedback</p> <p>TDSB Welcome package in home language should be made available in School and welcome package to be part as training for staff focussing on the history. Connecting with settlement workers in the city.</p> <p>The Chair of the board and Associate Director can ask funding support from the Federal government to support to assist the services for the welcome package.</p> <p>Welcome packages will help the school tone and climate, for teachers are not all comfortable talking about the refugees.</p> <p>The effect and the impact of the media on the refugees and students. A guide similar to what was sent shortly after 9/11 could deconstruct the situation.</p> <p>EPAC should be pushing for mandatory training for teachers.</p> <p>Staff feedback</p> <p>The first step is to create the document and staff is working on the resource. Training will be provided to schools based on the information of where the students are starting to go.</p> <p>There are documents ready which was used during the aftermath of 9/11. Controversial and issues documents are ready and available which were used to prepare teachers with issues.</p> <p>Job action can be an issue in providing Professional Development to teachers.</p>	<p>Action: Follow up discussion on the status of the Human Rights Office.</p>





ITEM	DISCUSSION	RECOMMENDATION/MOTION
	Leaders and the expertise of the community to help in engaging and welcoming the refugees.	
Next Meeting Date	Next Meeting on January 21 st , 2016.	
Adjournment	Meeting adjourned at 8:42 pm.	

