



COMMUNITY ADVISORY COMMITTEE MINUTES

Committee Name: Equity Program Advisory Committee

Date: Jan 21, 2016

Time: 6:30 pm

Present: Trustee Co- Chair Jennifer Arp; Co- Chair Joesiann Nelson (Black Creek Community Health Centre); Trustee Tiffany Ford; Trustee David Smith; Trustee Alexander Brown; Trustee Sheila Cary-Meagher; Chris Penrose (Success Beyond Limits); Augustre Munro (Parent);Margaret Blair-Grant(Parent); Nathan Gilbert (Inner City Advisory Committee); Leonard Wandili ((AHEN); Andrea Vásquez Jiménez (Alt - Latin American Education Network); Sharon Simpson (Urban Alliance on Race Relations); Michael Kerr (Colour of Poverty - Colour of Change)

Teleconference: Abdul Hai Patel (Former Commissioner Ontario Human Rights Commission); Sophia Ruddock (Parent); Derik Chica (Latin American Education Network)

TDSB Staff: Diane DeiAmoah(Central Coordinating Principal- Equity); Executive Superintendent Jim Spyropoulos (Equity and Inclusive schools); Kevin Sutton (Equity); Roxanne Chee (TDSB Teacher) ; Jyoti Khona(TDSB Teacher); Ken Jeffers (TDSB GBVP); Amita Handa (TDSB, Equity); Superintendent Vicky Branco(Inner City, Community Invest & Model Schools);Yvette Blackburn(Teacher)

Regrets: Co- Chair Marjolein Winterink (Parent); Byron Gray (Jane Finch Community Centre)

Guests: Juliet Jones-Rodney (Student); Ebrahim Ahmed (Student); Tiffany Bouchard (Student);

Recorder: Latha John (Parent and Community Engagement Office)

ITEM	DISCUSSION	RECOMMENDATION/MOTION
Call to Order/Quorum	The meeting was called to order by Chair Joesiann Nelson at 6:35 pm. Quorum was achieved.	



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Approval of Agenda	Motion to approve the agenda by Nathan Gilbert seconded by Trustee Tiffany Ford. All in Favour. Motion carried.	
Approval of November 26th Minutes	Motion to approve the minutes by Nathan Gilbert seconded by Andrea Vásquez Jiménez. Motion Carried (In favour 9; Opposed 0; Abstained: 1)	
Election of Trustee Co-Chair	<p>Trustee Co- Chair Elections. EPAC to elect a Trustee Co-Chair for the committee.</p> <p>The following Trustees were assigned to EPAC by the Board in December 2015. Trustee Jennifer Arp Trustee David Smith Trustee Tiffany Ford.</p> <p>Nominations</p> <ul style="list-style-type: none"> • Andrea Vásquez Jiménez nominated Trustee Tiffany Ford seconded by Trustee David Smith. Trustee Tiffany Ford declined the nomination. • Nathan Gilbert nominated Trustee Jennifer Arp, seconded by Leonard Wandili. Trustee Arp accepted the nomination. 	Trustee Jennifer Arp was acclaimed as the Trustee Co-Chair of EPAC.
Co-Chair Report	EPAC's letter to the Chair of the board on the hiring practices for the Director of the board. The response from the Board's Chair Trustee Pilkey was read at	Letter to be attached



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	<p>the meeting.</p> <p>Q&A</p> <p>Q. The search team composition for the Director has no parent or employee representation.</p> <p>A. The Director is the only employee that reports to the Board as per Education act the Trustees are responsible to select the Director of Education.</p> <p>EPAC membership As per EPAC's TOR a member can lose their membership if a voting member of EPAC or EPAC Trustees missed two meetings with no noted regrets sent to the committee assistant.</p> <p>EPAC membership to be defined in the EPAC Terms of Reference (TOR).A subcommittee to be formed to review the EPAC's TOR, membership.</p> <p>**Motion by Chris Penrose to establish the Subcommittee for membership and review EPAC's Terms of Reference seconded by Abdul Hai Patel. All in favour. Motion carried.</p> <p>The following people to be part of the subcommittee: Augustre Munro Derik Chica Chris Penrose Roxanne Chee Joeisann Nelson</p>	



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Trustee Report	<p>New TDSB Director New Director Dr. John Malloy has joined the Board. Director Malloy is meeting with all Trustees. Director Malloy is being invited to attend the joint EPAC and ICAC meeting in February, attendance at the meeting to be confirmed.</p> <p>Budget Committee EPAC to give a deputation at the Budget Committee for more funding for students.</p> <p>Program and Schools Services Committee (PSSC) The PSSC dates were presented to the committee EPAC Should report to the board at PSSC of EPAC's work.</p> <p>Community Advisory Committees All Community Advisory Committee should advocate for more supports from the board. The Board is reviewing Community Advisory Committees are organised, the reporting process to the board and the supports for each CACs. The Inner City Advisory committee (ICAC) is efficient committee because of the availability of a dedicated support staff, all CAC's should avail similar supports to produce efficient work. The differences should also be taken to account; ICAC had a full time staff with a significant policy background and a salary difference supporting one CAC. The difference is the that one staff was paid at 100% salary to support one advisory committee versus the committee assistant was asked to support five CACs</p>	



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	<p>with the pay difference being two thirds of the salary . What EPAC values as a committee is not to jus to navigate the TDSB as an institution but the communities the students, the parents and equity issues.</p> <p>Q&A</p> <p>Q.What does the review mean for the CACs?</p> <p>A. All committees will be reviewed at a broader scale:</p> <ul style="list-style-type: none"> • structuring of the committees • standard reporting template • staffing Capacity <p>Q. What is the proposed budget? When was the wage disparity, the increased workload reported?</p> <p>A. The staff is in the process of review and a proposal will be brought forth to the Board.</p> <p>The Board had done a role analysis and uniformed the roles and responsibilities of the Committee Assistants. The position with ICAC was assessed by the Board’s employment centre as Community Advisor; the job description had research and advocacy pieces for which the salary difference was reflected. The role of Committee Assistant's role is different to that of the Community Advisor.</p> <p>Q. Will Ministry mandated committees PIAC and SEAC be privileged with resources?</p> <p>A. EPAC needs to advocate for similar staff supports as provided to ICAC to be a more effective committee.</p>	




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Staff Report	<p>Opportunity Gap Action Plan OGAP 2.0</p> <ul style="list-style-type: none"> • Staffs from Equity Department, Employment Equity and Research along with the Equity Advisory Committee are working on the current version of OGAP 2.0 for 2016-2019. • The goals are to improve student achievement, engagement and well-being. • The Student groups identified are <ul style="list-style-type: none"> ➢ Aboriginal ➢ Black ➢ Latino ➢ Portuguese speaking ➢ Middle Eastern ➢ Newcomers <p>Actions:</p> <ul style="list-style-type: none"> • System wide Equity training for all staff. • Reaching out to the community of student groups identified and the communities to have separate working groups with staff involvement for input into the OGAP. <p>Q&A</p> <p>Q. There are a lot of students groups identified for the OGAP are there enough resources.</p> <p>A. Financial resources are needed for the action plan to be materialised.</p> <p>Q. Where is the data of the percentages for the student groups</p>	




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	<p>identified?</p> <p>A. Census Department presented the data of the student groups to EPAC.</p> <p>There is a lot of research done on the community and the data exists in the board but no action has been done with the available data by the Board’s decision makers.</p> <p>Tamil Heritage Month January is Tamil Heritage Month. Culminating event of the Tamil Heritage Month to be celebrated on January 23 at Woburn Collegiate between 1 -6pm. Celebrations will include a poetry arts and essay competition, there were 200 entries received. Dance and music performed by International Languages Elementary Program Tamil students.</p> <p>Discussion TDSB’s Senior Equity Staff shouldn’t be involved in organising Heritage months. The communities and the schools should responsible for the celebration of various heritages in the country. As more and more communities come to Canada the diversity of all communities cannot be celebrated with an Equity perspective.</p> <p>The reason for the celebration of heritage months is also due the lack of inclusion of the contribution of the various communities in the curriculum.</p>	<p>**Motion by Co- Chair Joesiann Nelson on how many heritage months celebrated by the Board, the money allocated for the celebration and the staff time for the heritage months. The Equity department provide EPAC with a report. Motion seconded by Nathan Gilbert. All in favor. Motion carried.</p>



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	<p>Discussion</p> <p>Clarification on what is being asked from this motion is it the expense incurred at schools as there are budgets allocated in schools for heritage months.</p> <p>The Motion is to find the money spent from the equity department centrally.</p> <p>Board should consider Heritage weeks instead of months.</p> <p>Q&A</p> <p>Q.TDSB used to have bigger celebrations for Martin Luther King day. Why is it not being celebrated significantly as it used to be</p> <p>A. There was a system communication through direct line as well as on the system's calendar for Martin Luther King day.</p>	
NABSE Report	Deferred to March	
The Hall Report - Equity & Accessibility	<p>Equity and Accessibility from the Hall Report.</p> <p>The report highlights that much work needs to be done on equity and human rights:</p> <ul style="list-style-type: none"> • Definite connections between race, class & gender with applied, locally developed programs. • Black students are disproportionately represented in the locally developed courses and applied courses. • Disadvantaged neighborhoods lack specific programs such as French Immersion and gifted programs 	 <p>Equity and Accessibility - Hall Rep</p>



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	<ul style="list-style-type: none"> • The board is not responsive for the unique needs of students with cultural differences or socio economic challenges. • Inequality in schools with resources such as technologies. • Barrier free schools. • Teaching staff does not reflect the address diversity of the community they serve. • Culturally relevant pedagogy in curriculum. <p>Q&A</p> <p>Q. Are the recommendations put forward to match the findings of the report?</p> <p>A. The Equity and Accessibility was not put in the recommendation section by the panel or the province. Funding was also not in the recommendations. Trustees should work on sharing the data generated by the Board with the parents and the communities.</p> <p>Equity needs to address the following:</p> <ul style="list-style-type: none"> • The budget line for Equity • The guidelines of Equity <p>Q. What other programs are being addressed in Equity Is Equity funds used to support other programs? Do we have a clear indication from Government which ones are being adopted?</p> <p>A. The Trustees are working on the response and once formalised the response will be brought to EPAC.</p>	 <p>recommendations-from-the-tdsb-governan</p> <p>Action: Trustee Responses to the recommendations be presented to EPAC.</p>



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OGAP/EPAC Working Group Update	<p>OGAP/EPAC working group formed in November EPAC meeting.</p> <p>Working group Actions:-</p> <ol style="list-style-type: none"> 1. To evaluates PTR in the system and look at models that have demonstrated impact. 2. Structures Pathways- Pilot within a school a de-streamed model for Grade 9-12 and provide appropriate supports. 3. Establishing community partnerships to operate of Youth Spaces in Secondary Schools that are high on Learning Opportunity Index 4. Instructional leader or central coordinating principal to implement the action outlined in the OGAP 2.0 5. Evaluating the OGAP in the process and annual report to the Board to be transparent and accountable. <p>Note: EPAC has requested that dollar amounts and scale of impact for each item to be included in the OGAP 2.0. Scaling the program has to be implemented.</p> <p>Q&A Q. Can EPAC be strategic and supportive of the conversation for funding requirement? How does EPAC recommend the action items in OGAP to be innovative, pushing the boundaries? Are the resources going to be in place for Black students who are</p>	



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	<p>the most disadvantaged group, will the plan be different or to be individualised to different races.</p> <p>A. The Equity team, Model school and Aboriginal Advisory committee are working on Action items for the OGAP 2.0. All the action items will be brought forward from the various groups</p> <p>Meeting extended by 15 Min **</p> <p>Note: Student stressed that EPAC seems to be advocating for Trustees and not for the students. Students needs to be trained on the various acronyms of the Board to be effective agents of change and also provide student voices and be actively involved at various Advisory committees of the Board.</p> <p>Black History Month Why is the Black History Month not talked about in the agenda? The African diaspora is huge, the curriculum for Black history month be shared with the committee.</p>	<p>Action: Students to be on the agenda item as a standing item will be given 10 minutes.</p> <p>Action: The EPAC Chairs will work with Kevin Sutton on having students ready for advisory committee.</p>
<p>Black Student Achievement Advisory Committee</p>	<p>**Meeting extended to 9:30 pm</p> <p>At the board meeting Trustee David Smith’s motion to establish for Black Students Achievement Advisory committee was presented, the motion was seconded by Trustee Tiffany Ford. The motion was deferred at the Board meeting for consultation</p>	



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	<p>with EPAC.</p> <p>Achievement of black students have been a significant concern, the time period 2011-2015 OGAP has expired , the updated OGAP 2.0 is being developed requiring significant community involvement and input.</p> <p>EPAC has a mandate to examine and make recommendations, equitable outcome, race achievement levels and safe spaces for black students.</p> <p>Discussions ensued around the importance of having a standalone committee for Black students</p> <p>There are many inequities in the board for EPAC to focus. There is a real need for focus for Black students who are the neediest. If it is part of EPAC it will be lost and not be effective.</p> <p>EPAC should support standalone Black Student Achievement Advisory Committee and put forward the motion.</p> <p>EPAC is too broad of a committee for the voices of Black students.</p> <p>Q&A Q. What other group identified in OGAP have their own CAC. A. Aboriginal is the only groups identified in OGAP who have their own Advisory Committee</p>	<p>**Motion by Margaret that EPAC support a standalone Black Student Achievement Advisory Committee to be created in 2016 seconded by Andrea Vásquez Jiménez. All in Favour Motion carried.</p>
Parent Conference	Parent Conference is on April 16, 2016. PIAC, SEAC ICAC, Model Schools & Mental Health. Advocating for all CAC's to be there.	



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	<p>The CAC can have a table. EPAC Rep can have workshops at the conference. Registration will be on February 1st.</p>	
Next Meeting Date	The next meeting date is February 18, 2016	
Adjournment	Motion to adjourned at 9:30 pm	

