



COMMUNITY ADVISORY COMMITTEE MINUTES

Committee Name: Equity Program Advisory Committee

Date: May 5, 2016

Time: 6:30 pm

Present: Co- Chair Marjolein Winterink (Parent); Trustee Co- Chair Jennifer Arp; Trustee Tiffany Ford; Trustee Alexander Brown; Trustee Sheila Cary-Meagher; Trustee Neethan Shan; Augustre Munro (Parent); Andrea Vásquez Jiménez (Latin American Education Network); Sophia Ruddock (Parent); Michael Kerr(Colour of Poverty-Colour of Change); Margaret Blair-Grant(Parent); Byron Gray(Jane Finch Community Centre)

TDSB: Executive Superintendent Jim Spyropoulos (Equity and Inclusive schools); Roxanne Chee (TDSB Teacher) ; Amita Handa (TDSB, Equity); Ken Jeffers (Co-ordinator - Gender Based Violence); Diane DeiAmoah(Central Coordinating Principal- Equity)

Teleconference: Derik Chica; Chris Penrose(Success Beyond Limits); Abdul Hai Patel(Former Ontario Human Rights Commission)

Regrets: Co- Chair Joesiann Nelson (Black Creek Community Health Centre); Margaret Bishun (Parent)

Guests: Dennis Keshinro(Belka Enrichment Center); Luis Mejicano(One Mic Educator); Juliet Jones-Rodney(Student)

Recorder: Latha John (Parent and Community Engagement Office)

ITEM	DISCUSSION	RECOMMENDATION/MOTION
Call to Order/Quorum	Meeting was called to order by Chair Winterink. Meeting began with the acknowledgment of the ancestral land. Quorum was achieved.	



ITEM	DISCUSSION	RECOMMENDATION/MOTION
Approval of Agenda	<p>Agenda Item -Trustee motion on equity training be moved after the Co-Chair report.</p> <p>Motion to approve the agenda as amended by Chris Penrose seconded by Abdul Hai Patel. All in Favour. Motion carried.</p> <p>Trustee training & senior to move to the 2nd item</p>	
Approval of April 7 Minutes	<p>Motion to approve the minutes by Trustee Ford seconded by Michael Kerr. All in Favour. Motion carried.</p>	
<p>Co- Chair Report</p> <p>Letter by the Chair Joesiann Nelson for Equity to be a standalone department to the Director and Board of Trustees</p>	<p>Chair Winterink and EPAC member Andrea Vásquez Jiménez to draft a letter and circulate to the EPAC Committee.</p>	<p>Action: The final letter to be sent to Parent and Community Engagement Office for distribution to Board’s Advisory Committees and trustees</p>
<p>Trustee Motion on Equity training-Trustee Shan</p>	<p>Trustee Shan put forth the following motion to the Board’s Human Resources and Professional Learning Committee:</p> <p>Anti-racism and Anti-oppression Training</p> <p>Whereas, there have been calls from community representatives, parents, educators and trustees for training;</p> <p>I hereby move:</p> <p>(a) That mandatory anti-racism and anti-oppression training be provided to trustees and senior staff and then to every level of staff within the system;</p> <p>(b) That the training be customized and contextualized to the various roles within the system;</p> <p>(c) That the training be completed within each term of office</p>	



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	<p>for trustees or every four years</p> <p>The motion was amended for consultation with advisory committees and staff on the feasibility for the training for all staff in November.</p> <p>Training for trustees and senior level staff to proceed in the four year term.</p> <p>The motion with the amendment was passed unanimously.</p> <p>Q&A</p> <p>Q. Why was the motion not done in consultation with EPAC? A. EPAC to be consulted on the feasibility and the design for the training. The Board is currently undergoing reorganization, with the setting up of learning centres and other processes and the opportunity for setting up the training process was presented.</p> <p>Q. What is the vision for the training? What is the process and can EPAC be part of that? A. The vision is based on the issues at schools and students who are failing the system. The motion is a broader request and not only ethno racial equity but to include disability, gender and sexual orientation. There are concerns on the Board's processes and the delays; the motion put forth has enabled to start the conversation and the process.</p> <p>Q. Why didn't staff bring EPAC in on this motion? A. Staff and trustees had productive conversations to build up the capacity of staff and EPAC's involvement. Trustees to make the</p>	<p>**Motion by Chris Penrose that EPAC would like to offer full support for the motion for anti-racism and anti-oppression training through an equity lens for trustees and executive staffs, it has been an initiative that has been an ongoing priority of EPAC.</p> <p>EPAC is requesting the following:</p> <ul style="list-style-type: none"> • The members of EPAC and others be engaged in the next steps of the process. • The coaches from the four learning centres begins this training as an immediate priority. • Anti-racism and anti-oppression training with an equity lens for teaching staff and administrators be prioritized. • Effective transparent accountability mechanism be built into the feasibility of the training.



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	<p>decision.</p> <p>Q. Under the Ministry guideline the board has existing Equity training for all staff through the Education Act and PPM119 which combines anti-racism and anti-oppression. Why was the motion focussed on anti-racism and anti-oppression not as broad and responsive as the Act?</p> <p>A. The motion does not exclude other Equity based training, it is in response to issues from racism in schools, 92% of students who are racially oppressed have serious struggles.</p> <p>Q. Was the motion passed on behalf of EPAC?</p> <p>A. The motion was not passed on behalf of EPAC. The input for the motion was from the community and EPAC members among others who articulated the need for training.</p> <p>Q. Where is the accountability to the EPAC committee? Why was the motion not drafted through EPAC?</p> <p>A. The motion for training on anti-racism and anti-oppression was needed and unanimously agreed and passed by all trustees in the Board meeting. This motion was done with respect to the EPAC committee who are frustrated with the Board and on the time taken to respond. EPAC committee members and communities spend a lot of volunteer time giving input to the Board.</p> <p>Trustee Cary-Meagher Feedback The motion is divided into two parts; trustees and senior level staff are to be trained first to set the example. The feasibility of the</p>	<p>Motion seconded by Michael Kerr. All in Favour. Motion carried.</p>



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	<p>training to staff should occur in consultation with EPAC.</p> <p>Committee Feedback One of the action items from the EPAC conference in May 2015 was the issue of racism, it is important that EPAC move forward by supporting the motion and not get stalled in the bureaucracy.</p> <p>Trustee Arp Feedback Acknowledged staff who have already started working on the training process prior to the motion being passed. The Equity Foundation statement is to be updated along with the anti-racism training consultation.</p> <p>Q&A Q. What are the next steps and what can EPAC do to contribute? How will the training look like (interactive)? What happens after the training? How do we continue to integrate equitable practices beyond the training? A. The committee needs to submit all the questions and inputs in written format. The committee to make formal deputations in a timely manner. The motion to the Board specifies that the training be customized and contextualized for the roles of the staff. The committee needs to keep timelines in mind as the board is going through restructuring.</p>	<p>Action: EPAC to have a subcommittee.</p>
Trustee Report	Deferred	



ITEM	DISCUSSION	RECOMMENDATION/MOTION
<p>Report on the Union City School Board</p>		
<p>Staff Report</p> <ul style="list-style-type: none"> OGAP 2.0 – Sharing of information collected at joint ICAC/EPAC meeting and update on working groups for racialized communities identified on the OGAP 	<p>OGAP 2.0 consultations for students of African descent.</p> <ul style="list-style-type: none"> Accountability measure for OGAP to be done on a quarterly basis for the evidence of impact. The Black experiences are distinct and the OGAP for this group needs to be set apart as the Aboriginal communities have their own distinct plan within the original OGAP plan. The community feels that the achievement gap still continues to grow. Training for parents to understand and navigate the system. Destreaming courses should occur at more secondary schools in TDSB. Develop a program to introduce students of African descent to institutes of higher learning. The community requires a statement of commitment from TDSB. <p>Q&A</p> <p>Q. Can Trustees gather more information from the communities? A. The process has been inclusive, the Board has had many consultations with the community across the city and the information gathered show persistent and consistent themes. The community is frustrated with the long consultation process.</p> <p>Q. What happened to the action plans and accountability from the</p>	<p>Action: EPAC -ICAC joint March meeting was a forum. The notes can be forwarded by staff.</p> <p>Roxanne Chee and Chair Winterink to depute on the EPAC motion at PSSC.</p>



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	<p>EPAC May 2015 conference?</p> <p>A. Staff consulted with all the groups as identified except Roma. Goals have been created for all the groups that were consulted, Black, Latino, Portuguese, Middle Eastern. Aboriginal Education Center is responsible for the Aboriginal OGAP 2.0. Equity staffs are in the process of creating recommendations for all groups identified.</p> <p>Committee Feedback The plan needs to be developed and to be consulted with the community and build partnerships with the community. Consultations to be done with students also. EPAC needs to push for transparency in the system on learning outcomes on a school by school basis to hold local schools accountable.</p> <p>Trustee Arp feedback There has been no accountability reported back to the Board on the OGAP 1.0.</p> <p>Staff Feedback AEC reports back to the Ministry every year. Staff to include accountability mechanism for OGAP 2.0 which includes reporting back to EPAC.</p>	<p>Action: EPAC to invite Rob Brown and Maria Yau to discuss transparency in the census cycle</p>
<ul style="list-style-type: none"> • Staff update- Learning Centres 	<p>Heritage months policy The Board is creating a timeline for the policy on the heritage months by the Board's policy committee. The policy to be created and in practice by September 2016. The policy will recognise the importance of heritage months in a transparent and collaborative</p>	<p>Action: Staff to brief EPAC on the following;</p> <ul style="list-style-type: none"> • Equity staff structure • the status of Human Rights Office • the status of Employment Equity Manager



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	<p>way.</p> <p>Board Restructuring The responsibility for Equity to be shifted to the office of Associate Director Usih. The Board has an ongoing commitment to ensure that every Superintendent and educators have the responsibility for Equity.</p> <p>Report on Advisory committees The Report on advisory committees to go to PSSC in May. The report to outline the process and more direct supports to advisory committees. Beginning fall 2016 EPAC to be supported by equity staff.</p> <p>Trustee Cary-Meagher Feedback ICAC had a coordinator for 20 hrs/week, the coordinator was a community person. The leadership for the committee was provided by the superintendent, trustee and community person which resulted in a productive engagement.</p> <p>Aboriginal Education Centre Aboriginal Education Centre (AEC) is a standalone department and not connected with equity. The AEC will report to an Executive Superintendent who will also have the responsibility of a learning centre. The staff of the Aboriginal centre to remain constant and there will be a new position at AEC for a vice principal. The AEC to be housed at the Urban Centre for Excellence at the Eastern Commerce in future. Eastern Commerce is also the site for TDSB's art collection and the</p>	<ul style="list-style-type: none"> Equity work within Special Education and Safe Schools. <p>Action: Staff to invite the Associate Director Usih to the June meeting along with Director Malloy.</p> <p>Action: EPAC to have a joint meeting with ACAC at Eastern Commerce in future.</p>



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	<p>Indigenous art collection is curated by Dr. Duke Redbird.</p> <p>Q&A</p> <p>Q. With the restructuring in the Board how connected are staff with the portfolios? Will EPAC have any influence with the supports for EPAC?</p> <p>A. EPAC can put forth their concerns to staff.</p> <p>Q. Will equity staff remain central or move to the learning centres?</p> <p>A. Associate Director Usih will have the responsibility for Equity and the Central Coordinating Principal for Equity position to remain central.</p> <p>Instructional coaches to be part of a learning centre. The Student Equity Program Advisors to have a connection with the learning centres. All learning centres to have a superintendent who will be responsible for equity.</p> <p>Q. Is there an increase in staff for the Equity department?</p> <p>A. The hope is that all instructional coaches have training in equity.</p> <p>Committee Feedback</p> <p>EPAC needs to be vigilant about how the Board is distributing resources, the workload and staff within the Equity Department.</p> <p>EPAC is concerned with the reorganisation at the Board especially for equity department. The vision and focus on equity may be lost among all the transitions.</p>	



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	<p>EPAC is concerned about the accountability piece of the training to coaches. Quarterly reviews of the equity training must occur and be provided to EPAC.</p>	
<p>Action Items</p> <ul style="list-style-type: none"> • EPAC to discuss the representation of educators and community at NABSE in the September meeting 	<p>Deferred</p>	
<ul style="list-style-type: none"> • Equity Training for the Trustees and Senior Staff 	<p>Discussed in the agenda item - Trustee motion on equity training</p>	
<p>EPAC Membership TOR</p>	<p>Deferred</p>	
<p>Next Meeting Date</p>	<p>June 14, 2016</p>	
<p>Adjournment</p>	<p>Meeting was adjourned at 9:10 pm.</p>	

