



**Equity Policy Advisory Committee  
Meeting Minutes**

**Date: Wednesday, April 18, 2012**

**Time: 6:30 – 9:00 p.m.**

**Location: 5<sup>th</sup> Floor Executive Office, 5050 Yonge Street**

**Present:** Diane Dyson (Parent Alternate Representative); Patricia Hayes (TDSB Staff Resource to Committee, Manager, Human Rights); Karlo Cabrera (TDSB Staff Resource to Committee, Program Coordinator, Equity); Tara Gallagher (TDSB Staff Resource to Committee, Officer, Human Rights); Kayode Brown (Just BGraphic Representative); Margaret Blair-Grant (Parent Representative); Maria Rodrigues (Trustee Co-chair); Saida Sabrie (SPLC Representative); Michael Kerr (Colour of Poverty - Colour of Change Co-Chair); Jim Spyropoulos (TDSB Staff Resource to Committee, Coordinating Superintendent, Inclusive Schools, Student, Parent and Community) ; Jacqueline Spence (TDSB Staff Resource to Committee, Central Coordinating Principal, Equity); Imam Abdul Hai Patel (Former Commissioner of Ontario Human Rights); Vanessa Chase (YOU CAN Mentoring Representative); Ruth Sabel (Cedar Sinai Centre Representative); Laila Hassan (Cedar Sinai Centre); Cherill Hiebert (CUPE, Local 4400 Representative)

**Regrets:** Augustre Munro (Parent Representative); Marjolein Winterink (TDSB Staff Resource Representative for Maria Rodrigues); Christopher Penrose (Success Beyond Limits Representative); Mahassen Mahmoud (SEPT Representative); Pardeep Nagra (TDSB Staff Resource to Committee, Employment Equity); Marcia Russell (Community Representative); Dauda Massaquoi (SPLC Representative); Nadine Sookermany (Parent Co-Chair); Tim McCaskell (Coalition for Lesbian and Gay Rights in Ontario Alternate Representative); Evan Muller-Cheng (Agincourt Community Services Association Representative); Carmen Bierman

**Recorder:** Amanda Tiberio

| Item                                    | Information/Discussion   | Action/Recommendation                      |
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| Call to order-Welcome and Introductions | <ul style="list-style-type: none"> <li>• The meeting was called to order at 6:42 p.m.</li> <li>• Roundtable introductions were made</li> </ul>   |  |
| Approval of Quorum                      | <ul style="list-style-type: none"> <li>• Quorum was approved. Any decisions made will be canvassed to the rest of the membership until Terms of Reference are finalized.</li> </ul>  |  |
| Approval of Agenda                      | <ul style="list-style-type: none"> <li>• Agenda was approved as written.</li> </ul>  |  |
| Approval of Minutes - March 1, 2012     | <ul style="list-style-type: none"> <li>• The minutes of March 1, 2012 were approved.</li> </ul>  | Amanda will post them on the EPAC website. |
| Terms of Reference Review and Approval  | <p>The following amendments were made to the Draft Terms of Reference:</p> <ul style="list-style-type: none"> <li>• 3(vii) – add that the term of office will be renewable</li> <li>• 3(x),(xi) – remove “1 year term” and keep membership to 2-year term. Member recruitments will be staggered to provide for continuity.</li> <li>• Numbering of sections is to be reordered</li> <li>• Define parent as a parent/guardian/caregiver of students in the TDSB</li> <li>• 2(ii) – change wording to reflect trustee co-chair will chair with 2 community co-chairs. The committee will attempt to balance the genders of the community co-chairs, but this is not set in stone – the best nominees will be selected.</li> <li>• 4(i) – change wording to reflect 3 co-chairs – make consistent across document</li> </ul> |  |

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|  | <ul style="list-style-type: none"> <li>• 13(ii) – replace “PIAC” with “EPAC” - make consistent across document</li> <li>• Add a provision to contact members via telephone if they can not provide an email address</li> <li>• 13(iv) – keep only the first sentence</li> <li>• The Draft Terms of Reference were accepted as amended</li> <li>• Drafted document will circulate across full membership of EPAC for final adoption at the next meeting.</li> </ul>  | <p>The Draft Terms of Reference were approved as amended. A copy will be distributed with the next meeting notice.</p> |
| <p>FUTURES Conference Attendance</p>     | <ul style="list-style-type: none"> <li>• The FUTURES conference is focused on equity for all. It is being hosted on May 3-5. Thousands of educators, and up to 50 of Ontario’s school boards are expected to attend. It is being held at the Allstream Centre at Exhibition Place.</li> <li>• Jim Spyropoulos extended an opportunity to non-staff to attend FUTURES. Amanda will send out the program for review. Members can connect with Amanda and Karlo. The department would like to support as many members as possible.</li> <li>• A question was asked about whether community organizations that work with the TDSB can have a place in the conference. At this time there is not enough space available for that.</li> <li>• Can community organizations that work with TDSB have a place in the conference? Not enough space available.</li> <li>• Discussion was had about whether community organizations can distribute materials from the EPAC table. It would be better to stick with EPAC information or else, with the number of organizations represented by the committee, the table may lose focus.</li> <li>• A discussion was had about whether a banner or flyer could be created for FUTURES. Karlo will contact Andrea Maidens to enquire about a static board. Staff can put together a brochure or flyer. Kayode brown volunteered to help design a banner or graphic for EPAC’s use.</li> </ul> |  |
| <p>Superintendent’s Items and Report</p> | <ul style="list-style-type: none"> <li>• When the Grants for Student Needs were announce by the government, the TDSB deficit grew from a ~\$80 million shortfall to ~\$110 million. The Board’s budget is close to \$3 billion. About \$2 billion goes to staff salaries. The only way to save that much money is through staff reductions.</li> <li>• Staff presented to trustees different options for them to consider with respect to balancing the budget or not. The trustees hold different viewpoints about whether or not that should occur. There has been a first wave of cuts from teachers, vice-principals, educational assistants, school office clerical staff, safety monitors aquatic instructors and caretaking. There have also been additions to ECEs and lunchroom supervisors. This has saved ~\$40 million.</li> <li>• The next task is to look at individual departments. Each department of the TDSB will prepare a line-by-line summary of their expenditures.</li> <li>• The TDSB is a top-heavy organization. One of the employee groups that hasn’t shared in the discomfort is the level of superintendents. There are discussions based around reductions at that level. If those reductions occur there will be changes in the way TDSB delivers service.</li> </ul>   |  |

- The language of “must-haves” and “nice-to-haves” is being used in discussion. In the eyes of the establishment, equity is seen as “nice-to-have”.

Trustee Rodrigues spoke about the issues:

- Regarding the motion proposed to look at cuts at the level of superintendents the TDSB is already working with bare-bones staff, and the motion will not be supported.
- There is a perception that Equity/HR is not necessary anymore. Trustee Rodrigues will fight to ensure there will not be cuts to equity/HR.
- She is planning to put forth motion to acknowledge the 50<sup>th</sup> anniversary of the Ontario Human Rights Code.
- EPAC member should plan to make presentations at the PSSC, P&P, and Budget Committee meetings about why equity programs should not be cut. They must fight to convince the Board that equity is a “must-have” and not a “nice-to-have”.
- A comment was made that there are many organizations with hard evidence of the value of their work, and it would be beneficial to help them get involved and support EPAC.
- In the last few years the department has tried their best to connect with and support different community agencies. If we move through this budget cycle with the motions that will be gone. It is important to let every organization you know what the situation is, and invite them to depute and speak to their trustees.
- EPAC has opportunity to make deputation, but other members and organizations can make that request and make their concerns known. The deputation process is online, and Amanda will send that information out ASAP.
- A comment was made that it is up to the chair of the committee whether you will depute. The more people who show up for support, the more likely they are to hear you.
- A comment was made that administration is too much of an easy target when it comes to cuts. Administration keeps up all the basic work so that everybody else can do their job.
- Staff has been directed to look at what the government funds us for and not go over and above the expenditure and staffing levels. Toronto is not like the other districts – for them to be funded with the same formula is not equitable. The government claims that funding has increased to education, but they have implemented new programs in schools to use that money.
- A comment was made that cutting any equity staff will be a very serious setback. There will be a greater demand to address issues that we are discussing now. It will cause more issues and conflicts in the system – it will have a great impact on students.
- Deputations are important. Of the secretaries and EAs laid off, 90% are marginalized women. Many have illnesses and will die without treatment. Many EAs will not be able to take ECE training in addition to a regular job because of age, illness and other factors. Tell your parent groups and partners to get involved, contact MPs and MPPs to

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|                                      | <p>advocate for more funding. The city will be affected when those people need aid.</p> <ul style="list-style-type: none"> <li>• The province implemented full-day kindergarten, but only gave the board 90% of the funding it required. The funding formula is flawed.</li> <li>• A suggestion was made that the committee put forth a motion to fight for human rights, parent engagement, equity and inclusive schools at the May 16<sup>th</sup> Regular Meeting.</li> <li>• Focus on Youth, Opportunity Gap Report, Equity foundation statement, and LOI are all things to be proud of. This is the last year of the 4-year Equity plan implementation. Making cuts would be pulling the rug out from all we have achieved in 4 years</li> <li>• There is a perception that equity doesn't matter, but when it comes to the table, the media is on it right away. People are interested in it and paying attention – what we do is going to be very important.</li> <li>• Trustee Glover made a presentation at the last PIAC outlining Ministry funding and expectations vs. TDSB's funding needs. He will be invited to a future EPAC meeting.</li> <li>• An emergency EPAC meeting was called for April 23, 2012 @ 6:00 p.m. to help prepare deputations for members who would like to depute at the May 2<sup>nd</sup> PSSC meeting. Trustee Glover will be invited.</li> </ul> | <p>Emergency EPAC meeting will be held April 23, 2012 @6:00 p.m. to discuss ideas and help the committee prepare deputations.</p> |
| Equity and Inclusive Schools Updates | <ul style="list-style-type: none"> <li>• Item was pushed to next meeting due to time constraints.</li> </ul>   |   |
| Next Meeting Date                    | <ul style="list-style-type: none"> <li>• Will be discussed with co-chairs after the meeting</li> </ul>   |   |
| Other business                       | <ul style="list-style-type: none"> <li>• No other business</li> </ul>  |   |
| Adjournment                          | <ul style="list-style-type: none"> <li>• The meeting was adjourned at 8:45 pm.</li> </ul>  |   |

**Next Meeting:** Thursday, May 31, 2012 @ 6:30 p.m.