



**Equity Policy Advisory Committee
Meeting Minutes
Date: Thursday, September 20, 2012
Time: 6:30 – 9:00 p.m.
Location: Committee Room A, 5050 Yonge Street**

Present: Maria Rodrigues (Trustee Co-chair); Diane Dyson (Parent Alternate Representative); Karlo Cabrera (TDSB Staff Resource to Committee, Program Coordinator, Equity); 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) ; Imam Abdul Hai Patel (Former Commissioner of Ontario Human Rights); Augustre Munro (Parent Representative); Marjolein Winterink (TDSB Staff Resource Representative for Maria Rodrigues); Christopher Penrose (Success Beyond Limits Representative); Kevin Sutton (TDSB Staff Resource to Committee, Student Equity Program Advisor); Margaret Blair-Grant (Parent Representative); Pardeep Nagra (TDSB Staff Resource to Committee, Employment Equity); Tara Gallagher (TDSB Staff Resource to Committee, Officer, Human Rights); Ken Jeffers (TDSB Staff Resource to Committee, Co-ordinator, Gender-Based Violence Prevention); Shadya Yasin (York Youth Coalition); Christine Dorcin (Educator TDSB); Liban Abokor (Youth LEAPS); Kourosh Houshmand (TDSB Student Trustee); Harout Manougian (TDSB Trustee); Nicole Aloise (TDSB Equitable Schools)

Regrets: Vanessa Chase (YOU CAN Mentoring Representative); Laila Hassan (Cedar Sinai Centre); Marcia Russell (Community Representative); Kayla Akler (Assistant Curriculum Leader, Harbord CI); Kowser Omer (Parent Representative); Patricia Hayes (TDSB Staff Resource to Committee, Manager, Human Rights); Kayode Brown (Just BGraphic Representative); Jacqueline Spence (TDSB Staff Resource to Committee, Central Coordinating Principal, Equity); Ruth Sabel (Cedar Sinai Centre Representative); Cherill Hiebert (CUPE, Local 4400 Representative); Mahassen Mahmoud (SEPT 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); Lea Konforte (Assistant Curriculum Leader, Harbord CI);

Recorder: Parthee Siva

Item	Information/Discussion	Action/Recommendation
Call to order-Welcome and Introductions	<ul style="list-style-type: none"> • Meeting called to order @ 0641pm. 	
Approval of Agenda	<ul style="list-style-type: none"> • Motion to Approve the Agenda; moved by Diane D; seconded by Trustee Rodrigues; all in favour; carried. 	
Approval of June Minutes	<ul style="list-style-type: none"> • Motion to Approve June Minutes; moved by Diane; seconded by Christopher; all in favour; carried. 	Fact Sheet 4 – research services; send out to members
Equity Policy Framework Orientation	<ul style="list-style-type: none"> • Before 1997, under premiership of Bob Rae, there was a call out to create Anti-Racism • TDSB equity foundation statement; • What is the idea behind it? • Historical and present experiences of discrimination; and these practices create to the 	

document

- We must identify the gap that is present and identify the barrier to remove it.
- At that point, we can begin to see student success, engagement, and involvement.
- The concept of fairness equity consists of all of these ten principals.
- Moving forward; Ministry of Education 112, 119 – which brought about the guidelines
- Former North York board policy had the best policies;
- Over 35 communities met every night and came up with the concept of these ten Technical pieces.
- This document took almost over year and a half to create – it was a golden age of equity
- Religious accommodation policy to human rights and harassment policy to employment equity policy (started and then evolves)
- Researcher to have partner with TDSB to have the raw data from completes surveys
- The same principal applies to all
- All policies to have reviewed and has to have the review date; maybe look at that and have it reviewed; as keeping up to date.
- Bill 13 has triggered a whole bunch of policies within the board; thus it will be the right time to tackle the issue; there is an absence of gender identity; thus documents has to be updated;
- EPAC will act as body to review the policy; Jim can initiate it at staff level; as EPAC is a critical part of the review;
- There are people around the province waiting for us to update; the signatures of the directors on the document are from two decades ago.
- Activate voices (internal and external).
- ***Motion to that staff undertakes to initiate a Review of the Equity Foundation Statement and related documents; moved by Margaret; seconded by Diane; all in favour; carried.***
- In the past, when EPAC had formed working group and then worked on it and brought it upon the larger committee.
- And Commitments on the title page (PP slide) are not really policies; this will be part of the review.
- There is Human rights policy and then there are guidelines for policy; two separate

	<p>parts.</p> <ul style="list-style-type: none"> • Concern was raised as to whether the review will be moved forward; there may be some challenges; there are ways of evident available nowadays; and we need to keep pushing forward. • Concern was raised with regards to what the process is with the Review. • There are pieces of Provincial Laws that will inform to set aside other parts. • Based on the motion, Jim will provide EPAC with the process and will seek Best advice to initiate communities within the policies; find new creative ways to have people who have not have their voices heard. • Question was raised whether TDSB make changes to their policies when the province changes the laws. • Concern was raised that parents/communities complain about what is being taught to their children in equity. • Debates made with regards Bill 13; most were against it; but the Bill still passed through. • Is it practice for TDSB to simply reflect provincial legislations? • Ministry sends out time lines for compliances. • PPM 119/Bill 157/PPM 145; But now the education act is being changed, TDSB has to change it as well. • Jim will bring back to EPAC about the Process. • Re: Human Rights and policy, we have to change gender identity /gender expressions with the change to the provincial legislations 	
Co-Chair Election	<ul style="list-style-type: none"> • The Co-chairs election will take place on the next EPAC meeting, Nov, 1, 2012. Formal request must be made; sent out the Terms of Reference to members; call for interested members to be chairs. 	
Task Group Formation	<ul style="list-style-type: none"> • Draft list of items to review and digest and finalize the list of topics • Update on Employment Equity • Presentation from Staff – Fees and Fundraising (and Equity Implementation) • Opportunity Gap related Task group • Update for EPAC on Model School Inner City • Demographic Questions to be part of he Registration package 	Membership/Budget

- Question was raised regarding Learning Opportunity Index (LOI)
- Carrying forward spirit of FUTURES 2012 (forum on Dec 10/April 17) – Community Forum
- Debrief with EPAC about FUTURES 2012
- Implications of Bill 13 Accepting School Act and movement within TDSB
- Ethno-specific profiles (M.Yau)
- Teachers 2012 conference
- How does equity and our commitments gets communicated in Con. Ed/Adult Ed.
- Update on Afrocentric Secondary
- Food bank (recent update) and its impact on students / breakfast programs
- InTouch Mobile
- School Board Budget
- Special Education
- Membership (active/inactive)

Opportunity Gap Action Plan (OGAP) – resources for OGAP

InTouch Mobile is an Organization that features anonymous reporting of discriminating and bullying among students for students.

InTouch is working with Ministry of Ontario to create and implement software where people can send texts to report bullying and discrimination.

TDSB student safety line is also available for these purposes.

Price tag for InTouch is about \$300000 per year to provide to each all of TDSB Schools; other school boards in the province had signed up for the service.

Because of the budgetary issues, TDSB has not been able to take on this project.

Bill 13 has the provision for anonymous student reporting thus this topic to be raised.

The above items are to be sort out for either Information nights or work group nights.

SORT LIST as per Staff update; External Update; Standing Agenda items; Task force

Staff Report

- Making sure the voices around the table are heard and representative; equitable distribution
- Issues that been taking a lot time/attention/media space over the last two space which has a lot of connection to EPAC:
- Bill 115 – Putting Students First Act – there is an intersection of main issues there
- Government had passed the Bill at end of Aug, which legislated certain terms and condition for teachers and other support staff; as a district TDSB is monitoring these situations on a daily basis;
- Ie; some school have extra curricular activates and some don't
- Put the “PAUSE” on.
- Ie. Students from middle of the class, stood up and walked up to protest; in one of the east end school

Secondly, there has been a lot of media coverage and traffic re: permit fees

In June there was a decision to increase permit fees to specific uses; permit use fees differ depending on categories of Users.

There are many groups that have raised concerns that they have been treated unfairly; and it has led to minor protest; and many deputations have been made, especially from religious groups; this matter will be coming up at the next CUSAC meeting.

Bill 13 – extensive misinformation or effective communication around Bill 13 – passed last spring by the government and should be fully Implemented in all schools by Feb.

The accepting schools act basically creates processes to stop bullying; some groups have raised concerns about the Anti-homophobia curriculum.

Family value form letter has been generated; parents are asking to be informed about specific accommodations/needs of the student.

If parents dislike any specific accommodation about their child, it must be discussed with the principal.

Most parents believe that this legislation will make their child homophobic.

By listening to the community; TDSB will work to ensure that all staff and students rights are secured and respected.

Anti-homophobic is a resource document which teacher may use; the classroom practices will be aged appropriate and culturally sensitive.

TDSB received many letters from parents to withdraw their children from the system and do home schooling; and it was noted that the Muslim schools are full in enrolment.

There are apartments that have been turned into classroom where students are sitting on the floor and learning.

	<p>Look at Board approval document that addresses those groups that been underserved. Budget/program/community outreaches are some of the working groups.</p> <p>Afrocentric program at Winston Churchill is open and has 6 students enrolled; allocated 3 teachers and has an amazing curriculum. It is only a beginning and the Board is very committed to the program.</p> <p>This year with the running target, it will be a successful program; Nicole Aloise has worked tirelessly in the summer creating the curriculum.</p> <p>It was suggested that these transfers of students from public school system to either home schooling or Muslim schools is not just because of the Bill 13; there may be more underlying reasons behind it.</p> <p>Muslim Somali communities are going to catholic school. Why? Reasons are inequity/culture/or other reasons.</p> <p>Student trustee are creating viral video/campaign to educate students about what Bill 13 as well as a general outreach.</p> <p>Suggestion was made to have the video to parents as well as students.</p>	
Trustee Report	<ul style="list-style-type: none"> • Bill 13 – has new perspectives on how to reach communities • Suggested a Bill 13 Working Group • Interested members to sign up Working Group as soon as possible. • New chairs will be elected at the next meeting. 	
Other business	<ul style="list-style-type: none"> • 	
Adjournment	<ul style="list-style-type: none"> • Meeting adjourned @ 0855pm 	

Next Meeting: Thursday, November 1, 2012 @ 6:30 p.m. – Committee Room A