



COMMUNITY ADVISORY COMMITTEE MINUTES

Committee Name: Equity Policy Advisory Committee (EPAC)

Date: Thursday, October 20, 2016

Time: 7:00 p.m.

Present: Marjolein Winterink, Juliet Jones-Rochney, Augustre Munro, Joesi Nelson, Astrid Jacques, Owen Leach, P. Junor, Michael Kerr, Andrea Vasquez Jiminez, Leonard Wandili, Abdul Hai Patel, Byron Gray, Melissa Rabess, Sophia Ruddock, Margaret Blair-Grant, Silvia Argentina Arauz


TDSB: Christopher Usih, Trustee Jennifer Arp, Amita Handa, Koryn Marshall, Kevin Sutton, Pardeep Nagra

Regrets: Ken Jeffers, Karlo Cabrera, Vicky Branco, Diane Dei-Amoah, Trustee Tiffany Ford, Roxanne Chee, Kowser Omer, Jyoti Khona

Recorder: Daniel Conforti

ITEM	DISCUSSION	RECOMMENDATION
Call to Order/Confirmation of Quorum	<ul style="list-style-type: none"> • Meeting was called to order by Co-Chair Marjolein Winterink • Acknowledgement of ancestral lands by Co-Chair Marjolein Winterink • Call to order. Quorum was achieved • Welcome and introductions 	
Approval of Agenda	<ul style="list-style-type: none"> • The agenda was adhered to with the addition of the Co-Chair Report by Silvia Argentina Arauz and Abdul Hai Patel. All in favour. 	
Approval of Minutes	<ul style="list-style-type: none"> • Recommendation to approve the June 27 Summary Notes by Leonard Wandili and Abdul Hai Patel 	
Declarations of possible conflicts of interests		
Terms of Reference	Associate Director Christopher Usih spoke to the EPAC Terms of Reference:	<ul style="list-style-type: none"> • A recommendation was made to create a



	<ul style="list-style-type: none"> • Terms of Reference was last passed in May 2013 • By the sharing of an attachment included in the agenda package, in which a column was added to the right hand side of the current Terms of Reference, EPAC members were asked to provide any changes/suggestions 	<p>google doc and share with the EPAC Committee via email in order to receive suggestions/changes and discuss at the next EPAC meeting</p> <ul style="list-style-type: none"> • Recommendation from an EPAC Committee Member for all EPAC members to review Section 5 of the Terms of Reference recommendation to review this before next meeting in order to be accountable to each other
<p>Co-Chair Report</p>	<ul style="list-style-type: none"> • Co-Chair Marjolein Winterink welcomed the EPAC Committee to the first meeting of the school year • Introduced Owen Leach • Notified EPAC Committee Members that a letter to the Director of Education from June 2016 was added to the agenda package  <p>follow-up EPAC LETTER TO THE DIRE</p>	
<p>Integrated Equity Framework Action Plan and Summary</p>	<p>Associate Director Christopher Usih provided an overview of the Draft Integrated Equity Framework Action Plan as well as the Summary document:</p> <ul style="list-style-type: none"> • In June 2017, the Director was given a mandate asking to bring back the report in October 2016 on the Integrated Equity Framework Action Plan • Emphasis on building onto the work up to this point, utilizing past resources, tools and feedback • Engages parents and communities to provide their voice and opinion as this is an important part of the conversation • The Action Plan now includes 7 key components: <ol style="list-style-type: none"> 1. Policy 2. Budget 	<ul style="list-style-type: none"> • Recommendation was made to list EPAC in the “Next Steps” area of the Report • Recommendation was made to carry this conversation forward to the next meeting as a stand-alone item • Regarding feedback sharing, EPAC members also advised to provide feedback either online or by email



	<ol style="list-style-type: none"> 3. Access and Secondary Program Review 4. School Improvement Process 5. Leadership Capacity Plan 6. Inclusion and Special Education 7. Employment Equity <ul style="list-style-type: none"> • Staff went away in July and August and looked at the 7 components and pulled together a draft report. The report is in a draft state, as this is ongoing work along with community consultations • Feedback from communities can be shared via: <ol style="list-style-type: none"> 1. Community Consultations 2. On-line Feedback form 3. Live Web-Cast with Director Malloy 4. Community Advisory Committee Meetings • To date, we have received over 500 on-line feedback submissions • Working with the Research Department, feedback is being collated in order to create data to inform the work going forward • Reference made to the Summary Report: posted on TDSB web for the public - Summary is a synopsis of the larger draft report. It outlines the 7 components and their relation to Equity Goals • If Board approves on October 26, we will be setting a clear, bold statement on our commitment to Equity • Even after Board approval, this remains a living document and we continue to engage in those actions to address the needs of the students we serve • Where does EPAC fit in? They will be involved in the policy changes as we move forward with the Integrated Equity Framework Action Plan <p>EPAC members broke out into small groups to discuss and provide feedback:</p> <ul style="list-style-type: none"> • Q: Where does EPAC fit in? 	
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- **A:** EPAC will be involved in the policy changes as we move forward with the Integrated Equity Framework Action Plan.
- **Q:** How will students be guaranteed that teachers will express tolls used in professional development?
A: There is a shift happening at the Ministry as they are working with TDSB educators. The 2 year Faculty Program includes equity and diversity.
- **Q:** Why hasn't EPAC been more involved in the process?
A: This is not a new document as it is built on prior work. The new portion is aligning the components. Access and Secondary Program Review is looking at providing equitable practice in what is offered to students. The voice of EPAC was also heard in June 2016, prior to the creation of the report
- Anti-Racism/Anti-Oppression Training – How is this vetted? Will EPAC have a say? Do we have the funding?
- What would staff training look like at the school level? Maintain consistency throughout the Learning Centres
- How are the parents communicated to?
- How did they arrive at locations – Were they offered compensation for travel?
- Access – 99% of the student population does not know about Super-Council
- What happened to the OGAP Student Advisory Group
- Reference to Employment Equity Survey – Is this a reboot of survey 2.0?
- Why are we lifting PIAC/SEAC? All Advisory Committees should be listed without singling out any group
- Fundamental tool to measure has been the Parent/Student survey (every 5 years). The Board should cut and paste demographic documents as part of school registration in order to track annually
- Do not feel the feedback process was structured enough



	<ul style="list-style-type: none"> • Would like to have another means of coming together to discuss each component • How is the current work influencing the framework moving forward, specifically budget, in terms of reports being leveraged? • Why not extract the main themes and move forward with budgeting? • Consider changing the name to “Equity Strategic Plan” • Definition of equity – This seems to be a generalization (Youth in the Vaughan Road area – Why close a school when there is a large community of African-Canadians?) • Where is the Board prepared to go to realize “true equity”? • What do we need to do for particular student groups to achieve? • Issues regarding poverty are missing from the report • Unpacking equity – Discuss white privilege • Is the focus of inclusion only for Special Education? • When staffing cuts were made several years ago, EPAC was not asked for input on which teaching staff to keep (diversity/employment equity) 	
Proposed Meeting Dates 2016-17 (For discussion)	<ul style="list-style-type: none"> • Discussed the November 17th and December 8th EPAC meeting dates 	<ul style="list-style-type: none"> • Recommendation made to change the November 17th EPAC meeting to Tuesday, November 15th.
Other Business	<ul style="list-style-type: none"> • Discussed the start time for EPAC. 6:30 pm or 7:00 pm? • Can we move the meeting date to Tuesdays? • Discussed holding Elections at the next EPAC meeting. Consider outreach to stakeholders 	<ul style="list-style-type: none"> • Recommendation made to start the meetings at 6:30 pm.
Next Meeting Date	<ul style="list-style-type: none"> • Tuesday, November 15th, 2016 	
Adjournment		

