



COMMUNITY ADVISORY COMMITTEE MINUTES

Committee Name: Equity Policy Advisory Committee (EPAC)

Date: Tuesday, November 15, 2016

Time: 6:30 p.m.

Present: Marjolein Winterink, Joesiann Nelson, Byron Gray, Sophia Ruddock, Augustre Munro, Silvia Argentina Arauz, Andrea Vasquez Jiminez, Margaret Bishun, Michael Kerr, Leonard Wandili, Nathan Gilbert

TDSB: Christopher Usih, Trustee Jennifer Arp, Trustee Neethan Shan , Ken Jeffers, Diane DeiAmoah, Amita Handa, Chelsea Takalo, Koryn Marshall, Kevin Sutton

Regrets: Abdul Hai Patel, Jyoti Khona, Roxanne Chee, Pardeep Nagra


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"> Recommendation to approve the agenda. Approved. 	
Approval of Minutes	<ul style="list-style-type: none"> Recommendation to approve the October 20, 2016 Meeting Notes. Approved. 	
Declarations of possible conflicts of interests	NIL	
Co-Chair Report	<ul style="list-style-type: none"> Portuguese and Latino parents interested in coming to a future EPAC meeting and sharing their voice 	<ul style="list-style-type: none"> Recommendation made for a System-Response memo regarding the recent racial and hate crimes in our city to be sent



	<ul style="list-style-type: none"> • Discussion on the recent US Election - Are our kids being affected in our schools? Those who feel marginalized are wearing green ribbons to raise the discussion and support to ensure children are in safe spaces. The committee shared feedback: <ul style="list-style-type: none"> ➢ The green ribbon campaign can be a good conversation starter with youth ➢ Noticed an increase in fear experienced by our youth. Address these feelings head-on with students to ensure they feel safe ➢ Staff member shared that a Grade 4/5 class shared feelings of fear and uncertainty ➢ Might be too early for us to really see the impact from the US election ➢ Increase in racial slurs not only in the US. This is happening here. ➢ Good idea if Caring and Safe Schools as well as the TCDSB counterpart meet with TPS to inquire on hate crimes happening in our city. ➢ Make bullying a mandatory suspension followed by expulsion ➢ We already have SROs in some schools, but this does not make all students who attend these schools feel safe ➢ Is there a way through Safe Schools to retrieve current trends in order to create tailor-made workshops for staff and students? A preventative approach ➢ Communications sent out in the past regarding other types of critical news ➢ A clear message to advise our administrators and affirm our commitment to student safety ➢ Messaging should be one that is “family oriented” and not to include fear tactics – Leverage our indigenous partners ➢ Work with both internal and external agencies 	<p>out in order to alleviate young peoples’ anxieties and to offer support. All were in favour of this recommendation.</p>
<p>EPAC Terms of Reference</p>	<ul style="list-style-type: none"> • Discussed edits to the Terms of Reference google doc which was sent out after the October 20th EPAC meeting • Consider an operational plan once the Terms of Reference are finalised • Important for EPAC to be focused, keeping in mind what makes EPAC 	<ul style="list-style-type: none"> • Recommendation approved to have an EPAC sub-group created to review the Terms of Reference and add to a future EPAC agenda on a date to be confirmed.



	<p>different from other Advisory Committees</p> <ul style="list-style-type: none"> • Consider inviting people from other Advisory Committees to EPAC • Ensure language in the Terms of Reference is broad enough to allow EPAC to take suitable actions and make recommendations • Note: Board of Trustees will still have to approve the Terms of Reference • As per Terms of Reference item No.2, a point was made to amend student representatives to ensure the marginalized student voice is heard. Also discussed raising the number of students within EPAC 	<p>The approved sub-group will be comprised of Marjolein Winterink, Trustee Jennifer Arp, Augustre Munro and Andrea Vasquez Jiminez</p>
Equity Policy (Draft)	<ul style="list-style-type: none"> • Ken Jeffers spoke to the Equity Policy (Draft) • This is the third time the draft has been brought to EPAC • The reason EPAC is seeing this now, is that the Policy aligns with the Year 1 Actions within the Integrated Equity Framework Action Plan as well as the Human Rights Code • Before the Spring of 2017, representatives from each Advisory Committee will be invited to a session to provide feedback on behalf of the stakeholders from their Advisory Committee • Feedback can be provided by emailing Ken Jeffers • After the policy review process, this will go to Board for approval • Section 4.6 is now encompassing all human rights based on feedback from EPAC • Suggestion from EPAC made to include reference to body image (weight harassment) within 3.3 as well as to pluralize the word “population” in 3.3. 	
Opportunity Gap Action Plan (OGAP) 2.0	 <p>OGAP 2.0 - Final.pdf</p> <ul style="list-style-type: none"> • Diane DeiAmoah and the TDSB Student Equity Program Advisors (SEPA) spoke to the OGAP 2.0 document and how it aligns within the Integrated Equity Framework and the 7 components within the IEF • Low grad rates, marks, EQAO scores triggered the action plan– Mandate was to look at TDSB experience, research data and best practices 	<ul style="list-style-type: none"> • Recommendation is for TDSB staff to collect all the Student Plans (i.e. ROMA, Aboriginal, Latin) and engage staff in aligning those actions within the Integrated Equity Framework



	<ul style="list-style-type: none"> • Original OGAP 1.0 was a call to action via working group – After school programs, inclusive curriculum to name a few. Change outcomes for students in our system • 2.0 started in the 2015-16 school year. EPAC recommendations are infused within the 2.0 document • SEPA's held two consultations with various staff, community and student groups. These consultations also had various agencies present as well as administrators of that particular descent • Most recommendations fit under 11 over-arching themes of which "accountability" and "transparency" were among the top • The ROMA student group is not amalgamated within the document as they had very specific recommendations • Column 1 Goals derived from the EPAC sub-committee • Smaller boxes were put together by Equity and Model Schools for Inner Cities (MSIC) while larger boxes stem from various consulting groups • Important to highlight that both Silvia Argentina Arauz and Andrea Vasquez Jiminez worked with the Equity Department on work with the Latin community as an individual plan • Issue raised regarding the term "African Descent". This is based on the TDSB Census Portrait (self-identified populations) 	
Black Student Achievement Advisory Committee (BSAAC)	<ul style="list-style-type: none"> • The next BSAAC meeting is scheduled for November 30th, 2016. If EPAC members are available, they are welcome to attend the BSAAC meeting • OGAP 2.0 will be discussed at the November 30th BSAAC meeting and because EPAC had led this work, the OGAP 2.0 was the proper process and respectful prior to bringing to the BSAAC. 	
Meeting Dates 2017	<ul style="list-style-type: none"> • Working with Board services to have consistency when the Advisory Committees meet • Proposed dates to be confirmed by the next EPAC meeting 	
Other Business	<ul style="list-style-type: none"> • Discussion on holding the election process at the January 2017 EPAC meeting 	<ul style="list-style-type: none"> • Recommendation to hold the election process at the January 2017 EPAC meeting.





		Date to be confirmed.
Adjournment		

