



**Equity Policy Advisory Committee
Draft Minutes
Monday, February 25, 2013
6:30 – 9:00 p.m.
5th Floor Executive Meeting Room, 5050 Yonge Street**

Present: Saida Sabrie (SPLC Representative); Michael Kerr (Colour of Poverty - Colour of Change); 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); Christopher Penrose (Success Beyond Limits Representative, Co-Chair); Tuval Dinner (White Ribbon Campaign); Omer Kowser(Parent, Co-Chair); Augustre Munro(Parent Representative); Tara Gallagher (TDSB Staff Resource to Committee, Officer, Human Rights); Lea Konforte(Assistant Curriculum Leader); Patricia Hayes(Manager, Human Rights); Pardeep Nagra(Manager, Employment Equity); Ken Jeffers (TDSB Staff Resource to Committee, Co-ordinator, Gender-Based Violence Prevention); Patricia Hayes (Manager, Human Rights, TDSB);

Regrets: Sheena Resplandor (Asian Canadian Educators Network); Trustee Maria Rodrigues

Recorder: Linda Mendonca (Committee Assistant, EPAC)

Item	Information/Discussion	Action/Recommendation
1.Call to order-Welcome and Introductions	<p>Co-Chair Penrose called the meeting to order @ 6:50 pm, and welcomed everyone. Everyone introduced themselves.</p> <p>Co-Chair Penrose, as the new Co-Chair introduced himself and expressed some of his goals for EPAC; wanting to stay on top of the budget process, and put forth recommendations using an equity lens. Co-Chair Omer introduced herself as Co-Chair and welcomed everyone to the meeting.</p> <p>Jim passed along a message that Trustee Rodrigues may not be able to attend due to the 2013/2014 budget meeting she had to attend to in the building. He informed everyone that he may have to go to as well, and requested to have the Staff Report moved to the top, following the approval of the minutes.</p>	
2. Approval of Agenda(Co-Chairs)	<p>***Motion to approve the agenda with the following amendments was moved by Abdul, seconded by Saida, all in favor.</p> <ul style="list-style-type: none"> ▪ Move Staff Report up on the agenda, following the approval of the minutes. 	<ul style="list-style-type: none"> ▪ Linda will revise the agenda and post it on the website.
3. Approval of Dec 13 12 Minutes(Co-Chairs)	<p>***Motion to approve the minutes was moved by Saida, seconded by Abdul, all in favour.</p> <p>Co-Chair Penrose confirmed that some of the action items from the last meeting were satisfied. Trustee Glover will be sharing his budget presentation today. Comptroller Sneider was confirmed to attend the January 24th meeting; however, due to the cancellation</p>	<ul style="list-style-type: none"> ▪ Linda will post the minutes on the website. ▪ Co-Chairs will continue to work on inviting the CFO/Comptroller, and a MOE Representative to subsequent

	<p>of the January meeting his presentation was cancelled. We are looking into inviting the CFO/Comptroller again to speak to the TDSB Budget. There's been difficulty getting someone from the MOE. We need to know about funding formulas and why there are consistent cuts. We have been in communication with them and will continue until we can get someone to the meeting.</p> <p>Tara Gallagher, in reference to Diane Dyson's e-mail, asked staff whether this was collective concern or whether it was on her own initiative and asked whether there is something as a staff we need to change. Some members confirmed that they did not receive Diane's e-mail. Michael Kerr raised the issue about why the e-mail distribution list has moved from a CC list to a BCC list?</p>	<p>meetings.</p> <ul style="list-style-type: none"> ▪ Co-Chair Kowser expressed that the list should be an open list unless people specifically requested otherwise. Abdul Hai Patel suggested that members when replying should reply to the sender only, and not to do a reply all.
<p>4.TDSB Budget Presentation(Trustee Chris Glover</p>	<p>Trustee Glover shared his budget presentation with the committee and answered questions. He clarified that this is a presentation he prepared; as a result of watching the TDSB Budget closely since 2002. Further information on the TDSB budget and Trustee Glover's presentation can be found on Trustee Glover's website at www.chrisglover.com.</p> <p>Highlights of his presentation included:</p> <ul style="list-style-type: none"> • "Funding is up, enrolment is down, so why the \$110M shortfall?" Gross Funding is up, net funding is down. Net funding is down \$450/student/year between 1998 – 2009(Mackenzie 2009) • Province mandated the addition of 303 FDK (Full-Day Kindergarten) classes without additional funding. • TDSB budget, as in any organization, falls under two streams, the Operating Budget which includes day to day staff salaries & benefits, and the Capital Budget, which includes TSDB property (building maintenance, and renovations) • Capital Maintenance Backlog (electricity, roofing) continues to grow, expected to reach to \$6B by 2015. Do not have the money to re-build. Only option to re-build new parts to old buildings. • List of \$50M in cuts for next year will be on-line as to what is going to be cut, (Vice principals, music instructors, teachers). • Enrolment is declining from 2002 – 2009. Only solution to close and sell schools. <p>Trustee Glover encourage members to have a look at the following Reports:</p> <ol style="list-style-type: none"> a.) Capital Funding for Schools - How schools were built? - Enid Slack b.) Rebuilding our schools for Health and Safety - Sheila Penny Report c.) Funding (Debentures) - How Schools Were Paid For? - Enid Slack Report. 	

	<p>With all the expected cuts, equity a serious issue. Co-Chair Penrose asked how we can focus our energy, and broad membership making recommendations if the cuts (i.e. school closures, young teachers who do not have seniority) have already been made. Trustee Glover confirmed said he could not answer that question. He advised the committee that there is a Human Resources Meeting this Thursday, at 4:30pm, in Cttee Rm. A which members of this committee could put forth a deputation.</p>	
<p>5.) Staff Report (Superintendent Jim Spyropoulos)</p>	<p>Superintendent Spyropoulos reported on the following items:</p> <p>In regards to the participatory budget process, 11 dates are blocked for Ward Forums. 2-3 wards/forum. We continue to play a role in the Participatory Budget process. The Participatory Working Group includes 30 people; the membership is very broad, very diverse. They are provided with a 10 hour overview of how the budget works. Next Meeting is March 5th. The Board is voting on Staffing Allocations on march 6th. 66% of budget is to do with staffing. After March 6th, the majority of the budget is done. There are going to be some crucial cuts. Our job is to balance the budget and find \$55M in savings.</p> <p>The big issue continues to be the budget. The Board is working closely with Price Waterhouse Cooper (PWC) and the recommendations they made. The board is getting support from the Special Assistance Committee headed by Bill Hogart. The recommendations fell under 3 categories: leadership, accountability, and controls. Their job is to help us move forward, with a balanced budget. They will be here until the end of June.</p> <p>One of the motions to the Board involved permits, that parent groups who need permits for extra-curricular activities should not have a fee attached to it, for after 6pm use. These would be for programs that would have been provided by teachers. Permit applications are available, and can be circulated to the committee.</p> <p>TDSB released its largest student census conducted last November, on students from grades 7-12. The data is incredibly rich. Over 90% of students responded. While we show improvement in a lot of areas, one of the areas we asked about for the first time was around Children’s well-being, and the results are “alarming”. 1/3 of students experiencing high levels of anxiety. We can invite Maria Yau to present the data. The results for K.G. to Grade 6 are coming up in March. Parents will complete those surveys.</p> <p>Director Donna Quan leads a little differently than Chris Spence, and is committed to processes. Deputy Director Lou Vavougios brings a lot of expertise from the Board, and is also very competent. The last little while hasn’t been easy because of the human costs associated with it. No one thinks that the Plagiarism issue is okay. Superintendent Spyropoulos expressed that he has never met anyone that was more committed to student success than Chris Spence. Although it’s a very difficult time for Chris, we wish the best for him.</p>	<p>Co-Chairs/Staff to follow up on the following items:</p> <ul style="list-style-type: none"> ▪ Invite Maria Yau to a meeting to present on Student Census results ▪ Send Link for TDSB Permit Applications ▪ Link to Focus on Youth Program ▪ Include a version of Trustee Glover’s motion to extend permits to parents with the minutes. ▪ Invite Somali Task Force Community Co-Chairs to meeting

	<p>At the last Board meeting, the Board voted to extend permits, which would otherwise be provided to teachers, after 6pm. Until work stoppage is cleared, parents will be able to request permits; however, certain safety checks will need to be done. If you would like to apply for permits, permit applications are available on-line. A version of Trustee Goodman’s motion can be included in the minutes. We can send out the link for access to Permit Applications. Saida mentioned that she wanted to put through a permit to use space to teach middle school & high school students Traditional African Dance once/week, and asked if she could request space and asked for link to permit applications.</p> <p>In the summer, TDSB hires 500 students through the Focus on Youth Program. Parents can go to go to TDSB website for more information. If you know any youth in your community, especially from racialized groups, please encourage them to complete an application. By the time they are employed, youth need to be 16 years of age by June 26th, 2013, and need to do a Police Reference Check.</p> <p>The Board of Trustees created the Somali Task Force, including two Community Co-Chairs, to track the achievement of Somali students. They are planning 6 community meetings. The group is working on the details, so they can effectively make recommendations in June. The website will be set up with links for all minutes, so that the community can follow along and contribute in creative ways.</p> <p>Saida said that the Somali Community Group that she is a part of put forth some recommendations some time ago, and has not heard anything back. She asked Superintendent Spyropoulos whether this was a group that he created, or one that the Somali Community created. Superintendent Spyropoulos explained that the task force was struck for a time-limited process and that as a TDSB task force it was struck by the TDSB and engaged a wide spectrum of the Somali community. Saida had attended one of the task force meetings after issues had been raised and has never received any updates about the recommendations, or details from the last meetings. Concerns about how this task force could contribute to divisions in the Somali community in Toronto were raised.</p> <p>Superintendent Spyropoulos in response to Saida’s concerns, offered to invite the Community Co-Chairs of the Somali Task Force, and Trustees Rodrigues, Hastings, and Chair Bolton to speak to this issue.</p>	
6.) Budget: Next Steps for EPAC (Co-Chairs)	Deferred to Next Meeting	
7.) Trustee Report	Deferred to next meeting.	
8.) Other Business	<p>The next meeting is Thursday, March 7th.</p> <p>Co-Chair Penrose summarized that Jim did outline a number of things, and asked if anyone</p>	<p>Micheal, Lea, Co-Chair Penrose & Kowser will connect</p>

	<p>is interested in deputing at the HR Meeting this Thursday, February 28th, 4:30pm. Micheal, Lea, Omer, & Rahma volunteered to work over e-mail/phone to pull together the deputation.</p> <p>Co-Chair Penrose asked members to review the Draft TDSB Budget Process Information document he pulled together, and come back with questions/comments. It summarizes what's happening and when with regards to the TDSB Budget Process</p> <p>The Terms of Reference discussion is postponed to next meeting. The current Terms of Reference stands. Augustre asked for clarification about the membership list, and suggested that we have to be careful about including heavy items on the agenda, as one of the things the committee has been criticized in the past is that the action items are not followed up on.</p> <p>Michael Kerr asked if members would be interested in striking a working group to either plan as part of the next meeting, or in a separate meeting, the Equity Conference in April. Last year, the conference did not happen due to the Futures Conference on Equity.</p> <p>Saida announced that SPLC will be hosting an International Women's Day on March 8th.</p>	<p>via phone and e-mail to put together a deputation to present at the HR meeting on Thursday, February 28th, 4:30pm.</p> <ul style="list-style-type: none"> ▪ Members confirmed it would be better to discuss the Equity Forum in a separate meeting. Michael asked people to let him know if they are interested in being a part of the working group.
9.) Adjournment	The meeting was adjourned at 9:07pm. Approved by consensus.	