



Equity Policy Advisory Committee
Informal Meeting Notes
Date: Thursday, September 19, 2013
Time: 6:30 p.m. - 9:00 p.m.

Present: Christopher Penrose (Co-Chair, Success Beyond Limits Representative); Kowser Omer (Parent Co-Chair); Abdul Hai Patel (Former Ontario Human Rights Commissioner); Margaret Blair-Grant (Parent); Augustre Munro (Parent); Trustee Maria Rodrigues (Trustee, Ward 9); Sharon Simpson (Urban Alliance on Race Relations)

TDSB Staff: Kevin Sutton (Equity and Inclusive Schools, TDSB); Nicole Aloise (Equity and Inclusive Schools, TDSB); Patricia Hayes (Human Rights Office, TDSB); Kenneth Jeffers (Co-ordinator, GBVP); Jyoti Khona (TDSB); Jim Spyropoulos (Superintendent, Equity and Inclusive Schools); Diane DeiAmoah (Central Co-ordinating Principal, Equity and Inclusive Schools); Christine Dorcin (Teacher, Sherry Street Public School)

Observers: Derik Chica (Co-Chair, Latin American Education Network); Adwoa Gyasi-Nimako (Volunteer, Reaching Up); Michael Taylor (Ontario Multi-Faith Council)

Recorder: Linda Mendonca (Committee Assistant, Parent & Community Engagement Office)

Item	Information/Discussion	Action/Recommendation
1.) Call to order-Welcome/ Introductions	<ul style="list-style-type: none"> • Meeting was called to order at 6:46 PM. • Roundtable introductions were made 	
2.) Approval of Quorum	<ul style="list-style-type: none"> • Quorum was not achieved. Process of membership • (Notice of Intent) was circulated over the summer, and posted on the website. • Everyone (including past and new members) are expected to complete the Notice of Intent. • Notices of Intent forms were handed out to those who expressed interest in being an EPAC member. • Hard copies will be provided at the next meeting for everyone who intends to become a member of EPAC. • To date, interest in becoming an EPAC was expressed by 4 people. • Co-Chairs to confirm membership by next meeting 	
3.) Approval of Agenda	<ul style="list-style-type: none"> • The agenda was approved by consensus. 	
4.) Approval of Minutes – May 30, 2013 Approval of Minutes – Informal Meeting Notes - June 20, 2013	<ul style="list-style-type: none"> • Minutes were not approved due to quorum not achieved. • Current members are not attending meetings regularly making it difficult to approve minutes, motions. • The Terms of Reference Working Group worked hard at finalizing the document. It was 	Approval of the following items is deferred to the next meeting: 1.) Minutes – May 30, 2013

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	<p>approved as of June. Everyone will fill out the form and start a new term of office (2 years).</p> <ul style="list-style-type: none"> • Due to the election having taken place last year December (both Co-Chairs have one more year). 	<p>2.) Informal Meeting Notes – June 20, 2013</p>
<p>5.) 2013/2014 EPAC Meeting Dates</p>	<ul style="list-style-type: none"> • 2013/2014 Meeting dates were presented. Trustee Rodrigues requested that the April 17th, 2014 date be changed to April 24th, 2014 as it falls just before a Catholic religious holiday. . 	<p>Linda will look into April 24th as an alternate date and confirm at the next meeting.</p>
<p>6.) Trustee Report</p>	<p>Trustee Rodrigues provided an update on the following items:</p> <p>Interviews for Permanent Director</p> <p>Interviews for the new Permanent Director are underway. Trustees have the mandate to hire the permanent Director. There was a pool of good people. Donna Quan applied. If selected, she will continue to lead the organization in the right direction. She has some experience teaching up North in Aboriginal communities.</p> <p>Motion re: Traffic Zones</p> <p>A 14 year old student died as a result of being struck by a vehicle in Stephanie Payne's Ward, which was very sad on her way to school. On September 11, a motion was passed to request that the Chair write to the City of Toronto for better traffic zones. We need more crossing guards. We are working with the City and the Board. The Chair will report to the Board regarding progress in this area.</p> <p>Solar Panels</p> <p>The TDSB approved the installation of solar panels at 300 or so school locations across the City. The revenue generated will be used to fund approximately 4M square feet of school roofs, badly in need of repair. This will help us with electricity and will be able to heat our schools for less.</p> <p>Improved EQAO Scores</p> <p>Many schools have increased their percentages in math scores. There is a Boardwide focus on numeracy and improving math scores on EQAO. There has been a great push in our system to provide extra staff support to assist with increasing scores. (i.e. Hunters Glen drastically improved their scores).</p> <p>Discussion</p> <ul style="list-style-type: none"> ▪ Fundraising does not bring about change; it's not only the wealthy people's place. ▪ There are different elements with respect to closing the opportunity gaps; so many different 	<p>Trustee Rodrigues will provide a copy of the EQAO Report at the next meeting.</p>

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	<p>indicators that account for inequality. Race is one of the biggest factors. Suggest we do an inventory of all that we are doing address the issues. The level of involvement is dynamic.</p> <ul style="list-style-type: none"> ▪ Braeburn has the greatest concentration of Somali Students. The Somali Task Force (STF) will make recommendations to the Board at the next meeting. They have been working in different communities and different levels of government to ensure that we have heard from everybody (north, south, east, and west). The STF has put in lot of hours. They will show you how they have been working (i.e. Somali Heritage Month).. We are doing our best to create a better system for Somali students. ▪ The question was raised as to whether Somali Heritage Month was a part of Black History Month? It's not, then why can we not have a Jamaican Heritage Month? ▪ It was suggested to put it on an agenda as an item for discussion or to bring it forward as a request to have Jamaican Heritage Month. 	
<p>7. System Superintendent's Report</p>	<p>Superintendent Spyropoulos welcomed everyone back to the school year and provided everyone with the following updates. He encouraged members to speak to him if anyone had any questions or concerns.</p> <ul style="list-style-type: none"> ▪ The recent death of student (Cayley Calahan) during the first week of school raised some concerns about traffic safety for students. She was hit by a car on her way to school. In the last 3 years, 154 children were hit by cars on their way to school. Certain neighbourhoods are safer than others. We need to determine which ones are not safe, and put in measures to increase safety for our children. ▪ 25% of the solar panels approved are going to our schools. We need to confirm which schools we are going to have repairs done. Compared to LOI, almost one school per Ward will have school roof repairs done. ▪ Regulation 274 is going to direct School Administrators to hire with seniority being the key element. This means that the last ones hired will be the first ones out. What's EPAC's role in that? If interested in more information, Pardheep Nagra can come to a meeting to explain Bill 274 to us. ▪ The Somali Task Force (STF) is nearing its end. The recommendations will be ready for the November Board meeting. ▪ EQAO – We have the highest influx of African students (who are self-identified). Black students are not moving, while other groups of students are moving. <p>Discussion:</p> <ul style="list-style-type: none"> ▪ The provincial review was done in June. ▪ People were strongly opposed to the whole process as community representatives. There are some concerns that diverse people who are vocal enough to speak about this issue will not come 	

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	<p>forward.</p> <ul style="list-style-type: none"> ▪ The review includes looking for guidance and direction from Human Rights office. Diversity includes (people with disabilities, seniors). We have to be careful regarding Collective Agreements and abide by legal agreements, and Human Rights Codes. ▪ EPAC was reported as commenting in the Toronto Star – re: impact of losing the diversity. <p>Introduction of New Central Co-ordinating Principal, Equity & Inclusive Schools Diane DeiAmoah, the new Central Co-ordinating Principal, Equity & Inclusive Schools was introduced to the committee. Equity and Inclusive Schools needed a Principal; someone who is embedded in Equity. We had an amazing number of candidates. Diane was the best person for the role because of the work she has done as an Administrator, through teaching and learning. Diane’s philosophy is that we need to change us.</p>	
<p>8. Priorities</p>	<p>Co-Chair Penrose reported that we need to keep on top of what’s going & what’s not, and decide where we need to make and intervention. Key priority areas for 2013/2014 include:</p> <ul style="list-style-type: none"> ▪ Task Forces (STF, Portuguese) ▪ Equity Related re: Walking to School ▪ Regulation 274 ▪ Race in the Board (Black, Spanish-Speaking, etc.) ▪ Equity Conference <p>Members were asked to make other suggestions for Priority Focus Areas: Below is a list of their suggestions:</p> <p>Priority Focus Areas:</p> <ol style="list-style-type: none"> 1. PPM 119 – There are 6-7 different mandates of this policy 2. Equitable and Inclusive Strategies – Accountability and Transparency 3. Implementation of Don’t Ask Don’t Tell Policy & List of Schools – Derik knows someone who can do a presentation on the policy. Kevin suggested that there is a form letter and a possibility of sending it out to everyone through Dr. Sanjay Gupta (??) 4. Dealing with Islamaphobia – especially with the Quebec Charter 5. Human Rights Commission – redefining “creed”. There is a survey, www.ohrc.on.ca 6. Review Employment Equity Policy –recognize and implement it to have it at the forefront. 	

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	<p>7. Budget – Comptroller reported \$110M in cuts, projections of \$20-\$40M in cuts this year. We are up for another round of conversations. There is sense now of what areas may be cut. We need to be part of the budget process. Jim confirmed that the Participatory Budget Process has to be approved by the Board. We will know in early October.</p> <p>8. Review of Equity Policy – need to review it and ensure that the revisions are all in there. Revisions are necessary to address new legislation.</p> <p>9. Membership Working Groups – Get these in order to begin working on different priority focus areas to move things forward.</p> <p>10. Recruitment – Kevin Sutton, SEPA, to help recruit youth for EPAC so we can have student voice</p>	
<p>9. Recruitment</p>	<p>Members who are interested in continuing on as members of EPAC are asked to fill in the Notice of Intent Form. Co-Chairs will review current membership list, and new Notice of Intent forms. Membership will be confirmed between now and the next meeting.</p>	
<p>10. Other Business</p>	<ul style="list-style-type: none"> • No other business to report. 	
<p>11. Adjournment</p>	<ul style="list-style-type: none"> • The meeting was adjourned at 8:26 PM. 	