

**Name of Committee**: Black Student Achievement Community Advisory Committee

**Meeting Date**: April 4th, 2022

A meeting of the Black Student Achievement Community Advisory Committee convened on April 4th, 2022, from 7:00 p.m. to 9:18 p.m. in a virtual zoom meeting with Co-Chairs Alexis Dawson and Trustee Chris Moise presiding.

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| **Voting Members:** | Trustee Chris Moise (Trustee Co-Chair), Alexis Dawson (Co-Chair, Community) Sharon Beason (Canadian Parent for French), Tina Beason (Community), Dennis Keshinro (EPAC Rep.), Sophia Ruddock (Parent) Mikael Blacksmith Ben-Moodie (Police), Yasmina Drame (Corrections), Raymund Guiste**Regrets: Kwasi Adu-Poku (Black/African History), Mikhail Burke (Education Guidance)** |
| **Staff Representatives:** | Executive Superintendent Audley Salmon, System Superintendent Lorraine LintonAdministrative Support: Lisa White  |
| **Staff/Community** | Michelle Aarts (Trustee), Andrea Cross, Ayan Kailie, Cherie Mordecai-Steer, Mahnaz Mirkhond-Chegini, Monique Willacey, Patrick Nunziata (Trustee) Randy Samuel, Rosalie Griffith, Yvette Blackburn, Jamea Zuberi, Amani, Moe, Valarie Taitt**Regrets: Trustee Dan MacLean** |
| **Guests:** |  Irit Kelman (Senior Manager, Human Rights) |
| **ITEM** | **DISCUSSION** | **ACTION/ RECOMMENDATION / MOTION** |
| **Call to Order / Quorum** | Quorum was reached at 7:03 pm The meeting was called to order. |  |
| **Approval of Agenda** | The motion to accept the agenda was moved by Co-Chair Trustee Moise, seconded by Sophia Rudock. Motion carried. |  |
| **Approval of February Minutes** | The motion to accept the February minutes was moved by Co-Chair Alexis Dawson, seconded by Co-Chair Chris Moise. Motion carried. |  |
| **Approval of March Minutes** | The motion to accept the March minutes was moved by Co-Chair Trustee Chris Moise, seconded by Co-Chair Alexis Dawson. Motion carried. |  |
| **Declaration of possible conflicts of interest** | Alexis Dawson is a board member of the Ontario National Alliance of Black School Educators (ONABSE) and ONABSE receives some funding from the TDSB for the annual conference. She also is an independent consultant, and she sometimes facilitates workshops for school councils in the TDSB. |  |
|  **Co-Chairs Update** | **Co-Chair Alexis Dawson**Sent out a newsletter with information with regards to the budget along with the attachment, as well as upcoming events.[Action Plan “Toward the Excellence in the Education of Black Students”.](https://www.tdsb.on.ca/Portals/0/docs/Multi-Year%20Strategic%20Plan_AODA_Oct%202019_Appendix%20A.pdf) (See pg. 33-36)Human Rights will be presenting its full 2020/2021 report to the Trustees at the PSSC meeting on Wednesday, April 6th, 2022. <https://www.tdsb.on.ca/Leadership/Boardroom/Agenda-Minutes>If you are not receiving the newsletter, please contact Lisa White at lisa.white@tdsb.on.ca.**Co-Chair Trustee Chris Moise**Reported that the 2SLGBTQ committee will be spending a portion of their next meeting speaking about racism and hate.They will also discuss Pride. If anyone is interested in participating feel free to join the meeting on April 26th. |    |
|  **Irit Kelman, Interim Senior manager, Human Rights** | Reported on data that was recorded in the combating hate and racism student learning strategy that was presented by the Director on March 2nd at the PPC meeting.Racism Bias and Hate (RBH) portal TDSB collects the data as it relates to incidents either involving or impacting students. Not just incidents of hate but also racism which resulted in a procedure PR 728. This procedure aims to allow us to respond to incidents of racism hate and bias involving or affecting students. The RBH portal was created so that the principal can report, and it goes automatically to the Superintendent.Please see the link below for details regarding PR 728 and RBH.<http://tdsbweb.tdsb.on.ca/humanrightsoffice/reporting-an-incident-filing-a-human-rights-complaint-/pr728-reporting-and-responding-to-racism-and-hate-incidents-involving-or-impacting-students-in-schools/rbh-fillable-form/rbh-training-for-ps-and-vps>Depending on the seriousness, an ORT (Organizational Response Team) is the coming together of a team of different individuals (Human Rights, Caring and Safe Schools, and Social Workers) to discuss the issue and develop an action plan.Data inputted into the Racism Bias and Hate portal will be reported 3 times per year.There will be a student and staff census done this year, we will have a better understanding of the identity of staff and students.**Questions/comments from the committee:**1. How are students informed of this procedure? What is the protocol? How are they empowered to access it? Response: Once an incident is identified and or reported to or by staff, it must be reported.

The Human Rights team is working with the I.T. department to create an APP called Student Safety APP. A section of the APP will be for reporting, and another will be for resources, which will launch in the upcoming school year.1. Is there a separate procedure for staff?

Response: Staff should be reporting to their principal or superintendent. They can also follow procedure 515 which is to log a formal complaint with the Human Rights office.1. Is there a disaggregated as to which departments the complaints are targeted towards or coming out from?

Response: It is only disaggregated by departments and who they are against.1. What is the process after the complaint? What is the timeline for resolution?

Response: It will be case-dependent. Student Equity Program Advisors and Equity Coaches will be dispatched to the school to provide support and assistance as needed.1. Will there be recourses available to parents?

Response: We have education and resources for parents as well as students in an age-appropriate manner.1. What considerations are being made for school-level reporting? Response: Data will be shared with the superintendent. They will then communicate with the principals and use data to help create a school improvement plan.
2. How frequently will we have ABR training to ensure all our staff and students have a clear understanding of what ABR (Anti Black Racism) is?

Response: A team along with the Human Rights department has been meeting to update the training around Anti Black, Anti Indigenous racism, and Anti Oppression training to all staff. We have begun with our central staff in April. It will be rolled out to all staff.Can we have the IBT (Implicit Bias Training) testing delivered to central staff? Delivered through T&T Justice Service (Peter Jones) from the UK. Visit the website <https://tntconsulting.ca/our-team/>. The motion was put forward. All were in favor. Motion carried.Response: Will report back with that recommendation and suggestion. 1. Will we have an Ombudsman in the 2022-2023 school year to advocate for the parents and student filling the PR 728?

Response: from 2016-2018 the direction of staff was to move towards another impartial body which was the creation of the Human Rights Department. To support families and staff 1. Does one of the Human Rights officers hold the position of Ombudsman?

Response: No, not in an advocate role. The Human Rights Office is neutral. We support anyone who seeks assistance. There is a Parent concern Protocol method which is the avenue parents can utilize to fill out their Human Rights complaint.1. Bill C-67, (Racial Equity in the Education System Act 2022) <https://www.ola.org/sites/default/files/node-files/bill/document/pdf/2021/2021-12/b067_e.pdf>

Is there additional funding that will be provided? Are there discussions in anticipation of Bill C-67? Response: The TDSB currently implements most of the recommendations listed in Bill C-67. Once the Bill passes the ministry will reach out to its stakeholders. At this time the Board has not received any direction from the ministry. We are waiting for guidance and direction from the Ministry. | **Motion put forward by Co-Chair Alexis Dawson, seconded by Cherie Mordecai-Steer: Be it moved that the Board retain the services of a consulting firm to direct the implementation of IBT-Implicit Bias Training for all Anti-Black** **Racism/ Equity trainers along with Senior Team, Central Staff, Human Rights, and Trustees during the 2022/23 school year.** |
| **Adjournment** | **The meeting adjourned at 9:18** |  |
| **Next Meeting Date** | **May 2nd, 2022** |  |