

# Name of Committee: Urban Indigenous Community Advisory Committee

**Meeting Date**: **Tuesday, May 18th, 2021**

**Time: 6:00 p.m. – 7:30 p.m.**

## Attendance: via Zoom:

**Core Voting Constituents:**

Present: Elder Dr. Joanne Dallaire, Elder Pauline Shirt, Clayton Shirt (Traditional Knowledge Practitioner), Tanya Senk (System Superintendent, Indigenous Education, TDSB), Christina Saunders (Principal, TDSB), Ryan Neepin (Teacher, TDSB), Mary Doucette (Office Administrator, TDSB), Marilyn Hew (TYRMC), Tracy Mackenzie (Community Liaison, TDSB), Dr. Bob Phillips (Community), Adrienne Plumley (Instructional Leader, TDSB), Brandie Wilson (Native Learning Centre - NCFST), Natasha Gleeson (Student Success Teacher, TDSB), Robert Durocher (Vice-Principal, TDSB), Selina Young (City of Toronto), Isaiah Shafqat (Indigenous Student Trustee, TDSB), Waabshka-Mkwa (2Spirits)

**TDSB Trustees:**

Present: Trustee Alexander Brown, Trustee Jennifer Story, Trustee Trixie Doyle, Trustee Dan MacLean, Trustee Michelle Aarts, Isaiah Shafqat (Indigenous Student Trustee, TDSB)

**TDSB Staff:**

Present: Jim Spyropoulos (Executive Superintendent, Human Rights and Indigenous Education, TDSB), Barbara-Ann Felschow (Retired Principal, TDSB), Michael Griesz (Principal, TDSB), Michael Sanders (Principal, Eastview), Stephen Hepburn (Vice-Principal, Eastview), Ixchel Bennett (Vice-Principal, Eastview)

**Guests**: Pardeep Nagra (Manager, Employment Equity, TDSB)

**Regrets:** Elder Dr. Duke Redbird

| **ITEM** | **DISCUSSION** | **MOTION /RECOMMENDATION**  |
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| Call to Order, Traditional Opening, Meeting Etiquette, Code of Conduct | Elder Dr. Joanne Dallaire chaired the meeting, conducted a traditional opening, and spoke to the code of conduct for UICAC members and guests. Introductions from the membership in attendance.  |  |
| Approval of Agenda | The agenda of September 21st, 2021  |  |
| Review and Approval of the minutes of March, 2021 | The minutes of May 18th, 2021 |  |
| Declaration of conflict of interest, Terms of Reference | None declared |  |
| UICAC Priorities for 2020-21 Re-visited:1. Facility, 16 Phin – Mobility, Accessibility, Health & Safety, Renovations.
2. Indigenous TDSB Trustee
3. Hiring practices, recruitment, retention and mobility.
 | UICAC Priorities:1. Facility, 16 Phin – Mobility, Accessibility, Health & Safety, Renovations.

No updates **Tanya Senk (System Superintendent, Indigenous Education, TDSB)**1. Indigenous TDSB Trustee
* Dr. Susan Dion to bring a committee together for further discussion on an Indigenous Trustee.

**Jim Spyropoulos (Executive Superintendent, Human Rights and Indigenous Education)**1. Hiring practices, recruitment, retention, and mobility.
* Pardeep Nagra, Manager of Employment Equity for TDSB. It is important to hear from Pardeep regarding hiring, recruitment, retention, and mobility. Pardeep with will have his second report sometime in the fall and we look forward to hearing the update.

**Pardeep Nagra (Manager, Employment Equity Office)*** Reg 274 was appealed, and PPM 165 was initiated. All the boards had to respond back to the Ministry of Education as part of the planning. We consulted with the Ministry prior…respect and thanks to Tanya Senk for her support and all the work that she has done and continues to do moving forward with Indigenous Self-Governance.
* Recommendations were provided to the Ministry and we did not feel the final version of PPM 165 was inclusive of the critical issues when it came to Indigenous hiring. Each Board has an opportunity to engage with regard to the PPM as operating procedures.
* We were time limited to reply to the Ministry. The policy will be reopened for review to allow us to have the necessary consultation and input from this council to further engage as to what that is going to look like as a policy at TDSB.
* We are also looking to expand not just from a teaching perspective but all departments. Hiring practices need to include all staff. We want to ensure that any hiring that we do - teaching, or non-teaching can have some of the critical sentiments as part of it. This is ongoing and we will be bringing it back shortly to make sure there is a process to capture what we need as part of it.
* Some data that we were able to pull was from York University’s graduating class of Waaban, Teacher Education Program. Every teacher candidate that was going to be graduating from the program would have an opportunity to apply to and be interviewed by TDSB. Out of 19 candidates, we had successfully hired a total of 2. The rest went on to other boards or back to their communities.
* We will push to have an Indigenous hiring committee. In the spirit of self-governance and understanding that when making decisions they need to be Indigenous led.
* We are looking to the Board through the Trustees to make a commitment through the TRC when it comes to Indigenous decision making.

**Tanya Senk (System Superintendent, Indigenous Education TDSB)*** Discussions regarding specialized programs in the Human Rights Code, Sections 14 and 18 are also included in the discussions of policy making and revising with the Truth and Reconciliation Commission of Canada: Calls to Action, looking at the 10 principles of reconciliation to provide a context for the hiring of First Nations, Inuit, and Metis candidates in all sectors of the organization.
* The role of Elders plays a critical role in hiring. The Elders Council has been involved for several years in hiring. Setting up infrastructure around outreach, recruitment, retention and advocacy has been critical. We are guided by the wisdom of the Elders Council when we continue to do this work.
* It is important to distinguish the distinctness of Indigenous peoples and self-determination in Indigenous education as not being equity seeking but being sovereign seeking with respect to the Truth and Reconciliation Commissions Canada: Calls to Action.
* We need to remove systemic barriers in the Board’s ability to hire Indigenous language speakers, particularly Anishinaabemowin speakers in order to advance Indigenous language revitalization.
* Currently, we have several sites where we have programs and a shortage of Indigenous language teachers. These sites are:
	+ Wandering Spirit
	+ Eastview PS
	+ Riverdale HS
	+ Bala PS
	+ Humewood
	+ NLC East
	+ NLC Downtown
* With PPM 165 we would like to post internally and externally at the same time.

**Elder Joanne Dallaire*** It is fundamental with the person coming in the school or other groups that has a strong Indigenous lens that they fit in. Personality is very important. Negative individuals can easily destroy many years of hard work. There is a construct on how we communicate and a procedure to go through it. Relationships and connections with the person interviewed by the school or the UIEC is vitally important. It has taken many years and hard work to get the school and the UIEC to where it is at today.

**Elder Pauline Shirt*** Language revitalization is critical to our students and our community. It is our sole responsibility to ensure that we are doing everything we need to do to make it happen.

**Christina Saunders (Principal, TDSB)*** It is critical we have a process in place for an Admin hiring team for new graduates.

**Marilyn Hew (TYRMC)*** The need to ensure that all Indigenous peoples be represented on the Indigenous hiring team is crucial. The Metis Nation is here to support where needed.
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| Elders Update:Staff Update: | **Elder Pauline Shirt*** Elders Council continues to collaborate and support initiatives on Indigenous Education.

**Elder Joanne Dallaire*** Nothing to report

**Tanya Senk (System Superintendent, Indigenous Education TDSB)*** For the month of May we have been hosting our Annual Conference on Indigenous Mental Health and Well-Being, *Spaces of Belonging*. The team has been working very hard on keeping that going and the information has been shared with everyone.
* June will be exciting as it is Indigenous History Month with number of speakers to launch that as well as doing an event on National Indigenous Peoples Day. Further details will be shared throughout the system as well as the UICAC shortly.

**Isaiah Shafqat (Indigenous Student Trustee, TDSB)*** On June 16th we are having our kickoff with two sessions in the morning for grades 1 – 4 and 5- 10 with different artist and Elders to have an open forum and ask questions. In the evening we are having Kent Monkman a Two-Spirit Cree Artist speaking to high school students and staff about his art and how he decolonizes and expresses Two-Spirt through his art and how colonization has affected gender identity.
* On June 17th I will be moderating a Two-Spirit and Indigiqueer artist panel with Theola Ross, Fallon Simard and Thirza Cuthand. We are also hosting a big drum for Kapapamahchakwew and Eastview to celebrate Indigenous History month as a whole.

**Robert Durocher (Vice-Principal, TDSB)*** Isaiah and I have been collaborating on doing an event for the first time with TDSB and the UIEC around Two-Spirit Pride and Indigiqueer Pride. Kick off will be on June 16th and will run for 3 days.
* We have met with Sage from 2Spirited of The First Nation and they will be doing a full board panel and a youth panel as well.

**Christina Saunders (Principal, TDSB)*** We had an anonymous donation made to Kapapamahchakwew and have been discussing where the money could be best utilized and have agreed to start a Bursary for Kapapamahchakwew graduates. This would not have been possible with out the guidance of Elder Pauline Shirt and Parent Council and the mentoring from Barb Felschow. Elder Pauline is thinking about a name for the Bursary and for the time being will be calling it the Harper Shirt Bursary. We will be continuing to build it up through donations to the school to provide our graduates with a $1,000.00 bursary to pursue post secondary education, trade skills or business entrepreneurships.
* On May 10th Kapapamahchakwew partnered with the UIEC and Anishnawbe Health and held a COVID 19 vaccination clinic at 16 Phin. The turn out was a great success. We had approximately 150 people vaccinated for the first time as well as students aged 12 and up getting their vaccine. We were one of the first clinics in the GTA providing the vaccine to students aged 12 +. We look forward to our next scheduled clinic on June 8th.

**Michael Sanders (Principal, TDSB)*** We had a record-breaking turnout at our last Indigenous Caregiver Circle with 31 people from the community. Some of the feedback that we heard from caregivers was to have a space within Eastview to come together during the school day. We conducted an audit and had an open space available that we will reserve for caregivers.
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| New and Other Business | No New and other business  |  |
| Future Topics: | Indigenous Board Trustee |  |
| Traditional Closing: | Elder Dr. Joanne Dallaire  |  |