



Equity Policy Advisory Committee (EPAC)

Minutes

Thursday, May 22, 2014

6:30 p.m. - 9:10 p.m.

Co-chairs Present: Christopher Penrose (Co-Chair, Success beyond Limits Representative); Kowser Omer (Co-Chair, Parent);
Other Voting Members Present: -Margaret Blair-Grant (Parent); Saida Sabrie (Somali Parent Liaison Coalition); Adwoa Gyasi-Nimako (Volunteer, Reaching Up); Derik Chica (Latin American Education Network); Nathan Gilbert (ICAC Rep); Ortega Tapambwa (YouthLeaps); Nelson, Joesiann (EPAC Voting Member, Black Creek Community Health Centre); Augustre Munro (Parent); Nader Chaya (Student) Imam Abdul Hai Patel (Former Commissioner of Ontario Human Rights); Saada Awaleh –God (Community Member);

Tele-Conference:

TDSB Staff: Executive Superintendent Jim Spyropoulos (TDSB, Equity and Inclusive Schools); Libby Zeleke (Human Rights Office, TDSB) Diane DeiAmoah (Central Co-ordinating Principal, Equity and Inclusive Schools); Kevin Sutton (Equity and Inclusive Schools, TDSB); Christine Dorcin (Teacher, Ogden Junior P.S.); Jyoti Khona (Teacher, TDSB); Andrea Williams (Teacher, TDSB)

Guests:

Regrets: Byron Gray (Jane Finch Community Centre); Trustee Maria Rodrigues (Trustee, Ward 9); Sharon Simpson (Urban Alliance on Race Relations); Michael Kerr (Colour of Poverty); Sara Neilson (Student) Almaz Reda (Chair of Jane/Finch's Caring Village Board of Directors); Lorraine Anderson (Coordinator for Firgrove Community Learning Centre & Parent); Carlis Dunbar (Parent); Vanessa Wiltshire (City Adult Learning Centre); Andrea Cross(Teacher, TDSB);

Recorder: John Manalo (Committee Assistant, Parent & Community Engagement Office)

#	Item/Information/Discussion	Action/Recommendation
1.)	Call to order-Welcome/ Introductions (Co-Chairs) The Meeting was called to order at 6:40 PM. Roundtable introductions were made.	
2.)	Approval of Quorum (Co-Chairs) *** MOTION: To approve quorum. First hand: Nathan; Second hand: Imam Patel	All in favour. Motion carried.
3.)	Approval of Agenda (Co-Chairs) *** MOTION: To approve agenda of May 22, 2014 with amendments. First hand: Derik; Second hand: Nathan.	All in favour. Motion carried.

	<p><u>Amendments to Agenda:</u> Derik Chick update on Hispanic Heritage Month -</p>	
4.)	<p>Approval of Minutes April 24, 2014 (Co-Chairs) Draft Minutes reviewed while quorum waiting. ***MOTION: To approve the draft minutes April 24, 2014. First hand: Nathan; second hand: Imam Patel. All in favour. Motion carried.</p>	<p>All in favour. Motion carried. The approved minutes of April 24 to be posted on the website.</p>
5.)	<p>Communication Co-chairs Chris Penrose and Kowser Omer: 1) Use of clear communication (Kowser Omer) -Some members whose first language is other-than-English will find it difficult to express themselves, so it requires some time to express the ideas to the committee. It is requested that other members show patience when listening until the ideas are fully expressed. 2) Training in September: EPAC goals EPAC will set its goals and how to measure them at the June meeting. At the same time, EPAC requests that Michelle Munroe deliver in September meeting the same presentation that she delivered at the November 2013 to help EPAC leverage its performance and understand the structures of the TDSB. The cochairs and others will look at past minutes, recommendations and other items to assist. EPAC will develop a year-end evaluation tool.</p>	<p>***The committee assistant will invite Michelle Munroe in September to give a presentation on how CAC navigate the structures of the Board. ***Add EPAC Goal-setting item in June agenda.</p>
6.)	<p>TDSB Presentation: Promotion, Transfer & Retention Policies -Presentation was rescheduled to next meeting. -The letter from Firgrove Community Learning Centre was received by EPAC. EPAC has questions on this impact on students. Firgrove is also requesting to know how many kids are being transferred, and are requesting that teachers be trained appropriately to work with issues affecting newcomers.</p> <p><u>Recommendations:</u> EPAC will be planning to ask the Board to analyse the demographic data with the suspension data. Staff suggested to be specific with the analysis in order to get the CCP to do a presentation and staff to report the data.</p> <p>MOTION on PTR Policy: Whereas the TDSB Policy on Promotion, Transfer and Retention (PTR) appears to be applied unevenly for specific subsets of students EPAC requests that:</p> <ol style="list-style-type: none"> 1. TDSB Staff present to the Equity Policy Advisory committee any available data associating demographic factors to student promotions, transfers or retentions to identify the patterns within the student subsets 2. TDSB staff present updates on action plans that are and will be in place to ensure that the PTR Policy is applied in an 	<p>**Committee assistant will email the current transfer suspension policy and caring safe schools policy to EPAC members.</p> <p>** Staff undertaking: Diane D. suggested to Invite the central coordinating principal from Guidance Department to speak on the transfer student policy for June meeting. Diane D. suggested to Invite Ted Libera from Safe & Caring Schools to speak on the suspension policy for Fall</p>

	<p>equitable manner.</p> <p>First hand: Imam Patel; Second hand: Kowser. Motion on PTR Policy carried.</p> <p>MOTION on CSS Policy:</p> <p>Whereas the TDSB Policy on Caring and Safe Schools (CSS) appears to be applied unevenly for specific subsets of students EPAC requests that:</p> <ol style="list-style-type: none"> 1. TDSB Staff present to the Equity Policy Advisory committee any available data associating demographic factors to student promotions, tranfers or retentions to identify the patterns within the student subsets 2. TDSB staff present updates on action plans that are and will be in place to ensure that the PTR Policy is applied in an equitable manner. <p>First hand: Imam Patel; Second hand: Kowser. Motion on CSS Policy carried.</p>	<p>meeting.</p> <p>*** TDSB Staff present to the Equity Policy Advisory committee any available data associating demographic factors to student promotions, tranfers or retentions to identify the patterns within the student subsets</p>
<p>7.)</p>	<p>Working Group Updates –</p> <p>1. Working Group for Black History Month (WG-BHM)</p> <p>Diane D. sent a letter of invitation to staff and a list of volunteers was complied. The next meeting is on May 27, 2014 to plan for the next Black History Month in 2015. Activities from Asian Heritage Month Committee were shared for ideas. Everybody is invited to participate in the WG-BHM.</p> <p>2. Working Group on Student Councils in Schools (WG-SCS)</p> <p>Derik mentioned that students interested in SCS need teacher/principal letter of reference/recommendation and be of good academic standing but some students mentioned that there are good leaders who do not have high average Grade Point Average. The process is lengthy and it is felt the policy is inequitable; that leadership is not measured through academic achievement. Derik would like to look at Student leadership policy PO70.</p> <p><u>Feedback:</u></p> <p>Student and others want to become involved with the SC procedures/policies changes/Student Leadership Policy. A few changes were presented. There was a request to look at demographic trends on Student Councils. The minutes of last meeting and changes will be distributed to EPAC members. EPAC will be requesting the data from TDSB on academic performance and demographics for student council members from the available last five years to be given in the fall.</p> <p>3. Working Group on Toronto Youth Equity Strategy (TYES)</p> <p>On March 20, 2014, the EPAC minutes states that The Toronto Youth Equity Strategy is slated to begin implementing the actions as of May 2014.</p>	<p>BHM WG will meet afterward to discuss next steps.</p> <p>Committee assistant will send the invitation to all EPAC members and other CACs.</p>

	<p><u>ACTIONS:</u></p> <p>TDSB is waiting for City of Toronto to contact them.</p> <p>EPAC co-chair Chris Penrose will followup with City of Toronto.</p> <p>EPAC co-chair Chris Penrose will deliver on Motion from Feb/Mar EPAC minutes on TYES will be delivered to PSSC next meeting on May 28.</p> <p>4. Working Group on Police Reference Checks.</p> <p>Deputation was made in person to HRPLC from Chris P. on May 21. Trustees had few questions and voting on motions was held back.</p> <p>Jim S. mentioned that staff have differing opinions from trustees on the implementation of recommendations of Baldwin report.</p>	<p>**Committee assistant will send the deputation to EPAC members.</p>
<p>8.)</p>	<p>Community Reports:</p> <p>1. <u>Somali Task Force & Community</u></p> <p>Kowser Omer would like the term “Somali” or “Somali-speaking” instead of “Somali-descent” to prevent language to be used against the community that is already suffers from other intersectional racisms and name-calling. So previous and new reports will be renamed to eliminate the name-calling of children as “terrorists” or “not Canadian”.</p> <p>JimS mentioned that any previous work or reports would need to undergo the Board process of motions.</p> <p>Chris P. request that the Somali Report recommendation be shared with EPAC.</p> <p>2. <u>Latin American Education Network (LAEN) Report</u></p> <p>Derik (cochair of LAEN), Tatiana Penuela (cochair of LAEN) reported on the forum of November 2013.</p> <p>- City of Toronto hopes that Ontario and Canada will also recognize LHM for October. Spanish-speaking community is still in conversation.</p>	<p>Chris P. request that the Somali Report recommendation be shared with EPAC.</p> <p>Kowser will be communicating with Trustee.</p>
<p>9.)</p>	<p>Trustee Report</p> <p>Trustee Report</p> <p>1. Board Meeting</p> <p>2. Budget Meetings</p>	<p>Deferred to next meeting</p>
<p>10.)</p>	<p>Staff Report</p> <p>Jim Spyropoulos:</p> <p><u>WorldPride 2014:</u> TDSB will be supporting WorldPride this year.</p> <p>Ken Jeffers mentioned that it will be in June 20. There are a group of associated events for the entire month of June.</p>	<p>Jim S will be on the next agenda to do a presentation on the action plan.</p> <p>Committee Assistant will distribute the events to</p>

	<p><u>Events on May 31:</u></p> <ul style="list-style-type: none"> -Somali event: May 31 Toronto Plaza Hotel, free to anyone wishing to attend. -May 31 - Parent Conference at Earl Haig <p><u>Motion at HRPLC on PSSC agenda:</u></p> <ul style="list-style-type: none"> -Trustees brought a motion on hiring of aboriginal and indigenous people. Deputations were heard, but voting on motions were held back. <p><u>AHEN asked TDSB</u> what is being done to support the success of black students.</p> <p>Prekindergarten program in the summer of July with an africancentric lens to introduce to parents with students in elementary schools.</p> <p>For secondary schools, TDSB is working with principals to introduce africancentric courses at schools with high percentage of black students enrolled.</p>	<p>EPAC members when given from Ken J.</p> <p>CA will distribute the details to EPAC members.</p> <p>Committee Assistant will send to EPAC members.</p>
11.)	Other new business	
12.)	Adjournment: The meeting was adjourned at 8:50 PM.	
13.)	Next Meeting: June 12 th , 6:30pm, Committee Room A	