



**Equity Policy Advisory Committee (EPAC)  
Minutes  
Thursday, April 24, 2014  
6:30 p.m. - 9:10 p.m., 5050 Yonge Street, Boardroom**

**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); 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)

**Tele-Conference:** Imam Abdul Hai Patel (Former Commissioner of Ontario Human Rights); Saada Awaleh –God (Community Member);

**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:** Tatiana Penuela (cochair of LAEN);

**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); Adwoa Gyasi-Nimako (Volunteer, Reaching Up); 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)

**Creative Services:** Sal Lopiccolo

#	Item/Information/Discussion	Action/Recommendation
1.)	<b>Call to order-Welcome/ Introductions (Co-Chairs)</b> The Meeting was called to order at 6:40 PM. Roundtable introductions were made.	
2.)	<b>Approval of Quorum (Co-Chairs)</b> *** <b>MOTION:</b> To approve quorum. Quorum was met at 7:00 p.m. First hand: Nathan; Second hand: Kowser . All in favour.	Motion carried.
3.)	<b>Approval of Agenda (Co-Chairs)</b> *** <b>MOTION:</b> To approve agenda of April 24, 2014 with amendments. First hand: Christine D.; Second hand: Saida. All in favour. <u>Amendment to Agenda:</u> Firgrove item is parked until they arrive.	Motion carried.

4.)	<p><b>Approval of Minutes March 20 2014 (Co-Chairs)</b>  Draft Minutes reviewed while quorum waiting.  ***<b>MOTION:</b> To approve the <b>March 20, 2014</b> minutes with amendments  First hand: Nathan; Second hand: Derik. All in favour.  <u>Amendments to Minutes:</u> add Kowser Omer to Item 9.</p>	<p>Motion carried.  Committee Assistant will arrange the posting of the approved minutes of <b>March 20</b> to the website.</p>
5.)	<p><b>Communication</b>  Chris Penrose reports:  -PRC is a provincial legislation that the TDSB has to follow.  -What recommendations can EPAC make around the implementation of clear communication, clear procedures so that it is not a barrier to parent engagement, student engagement, teachers, school council parents, and other</p> <p>On March 20, 2014: WG-PRC was established.  Chair Recommends to EPAC a PRC working group to be struck to compile the views.  <u>PRC working group:</u>  Members: Kowser Omer, Derik Chica, Augustre Munro, Byron Gray</p> <p>A volunteer parent should not have to pay for PRC.  The Ministry of Education should not implement a strategy that is a cost to the school board.  Consider the PRC with “Don’t ask,Don’t tell” Policy.</p> <p>PRC work and deputation will continue at the next HRPLC meeting rescheduled from April 23 to May21.</p>	<p>Committee assistant to send HRPLC dates to committee members</p>
6.)	<p><b>TDSB Transfer &amp; Suspension Policies re: Firgrove Presentation</b>  -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>Feedback:</u>  -Kevin, with conversation with NW superintendent, suggested that the number of students of African Heritage in advanced academic programs is very low and the transfer policy has negative effect on student success.  -Diane noted that the policy needs to be reviewed and Jim S suggested the policies are reviewed on a 3-5 years cycle or on as needed basis. Some concerns are addressed through Superintendents of Education  -Community members are worried that parents are missing in consultation as the policy affects them the most.</p> <p><u>Recommendations:</u>  - At the Feb 13,EPAC Meeting: Jim S also suggested that someone from data research dept. be invited for conversation</p>	<p>**Committee assistant will email the current transfer suspension policy to EPAC members.</p> <p>** Staff undertaking:  Diane D. suggested to Invite someone from Guidance Department to speak on the the transfer student policy for May meeting. Diane D. suggested to Invite Ted Libera from Safe &amp; Caring Schools to speak on the suspension policy for June</p>

	<p>about why some children are more adversely affected and how policies intersect with the issues.</p> <p>-Recommendation from Jim S. that some superintendents be invited to address the changes to the policy of the past.</p>	<p>meeting.</p> <p>**Kevin will speak with Superintendent Spence and report to EPAC.</p>
<p>7.)</p>	<p><b>Working Group Updates –</b></p> <p><b>1. Working Group for Black History Month (WG-BHM)</b></p> <p>WG Members for BHM: Kowser Omer, Augustre Munro , Kevin Sutton, Josie Nelson and Christine Dorcin</p> <p>Meeting occurred today April 24 and recommended to staff that they would like approval for financial support and communicate its status with a higher profile.</p> <p><u>Recommendation to Staff from WG-BHM:</u></p> <p>WG-BHM with endorsement from EPAC would like Jim to ask the senior team for support: Jim responded in agreement and will return with practical budget.</p> <p><u>Staff undertaking:</u> Black History Month events will be shared with a higher profile throughout the TDSB, allocate funds according to needs of BHM, celebrated with involvement from each Family of Schools.</p> <p>Jim S. (Executive superintendent) mentioned that he would undertake each point and EPAC BHM will be supported with Diane D. (Central Coordinating Principal).</p> <p><u>Recommendation to WG-BHM from staff:</u></p> <p>That WG-BHM establish a Steering committee to work on recommended schedule and activities, approve recommendations at EPAC as motions and inform staff.</p> <p><b>2. Working Group on Student Councils in Schools (WG-SCS)</b></p> <p>Derik mentioned that students interested in SCS need teacher/principal letter of reference/recommendation and be of good academic standing. Derik would like to look at Student leadership policy PO70.</p> <p><u>Feedback:</u></p> <p>A Student 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.</p> <p>WG-SCS was established.</p> <p><u>WG-SCS Members:</u> Nader, Christina G, Derik (initiated), Chris Penrose. Members will arrange a meeting.</p> <p><b>3. Working Group on Toronto Youth Equity Strategy (TYES)</b></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>Staff undertaking: Black History Month events will be shared with a higher profile throughout the TDSB, allocate funds according to BHM, celebrated with involvement from each Family of Schools.</p>

	<p><u>ACTIONS:</u></p> <p>***Staff undertaking: Staff within the TDSB Equity department would like to be partners in TYES and in analysis of data.</p> <p>***Recommendation to PSSC from EPAC: That EPAC depute at the PSSC meeting to request that Trustees need to be engaged on programs particular to young people being underserved as the TYES strategy and appoint a TDSB staff to be a TYES champion at the table. All in favour.</p> <p>Deferred at next meeting.</p>	
<p><b>8.)</b></p>	<p><b>Community Reports:</b></p> <p>1. <u>Somali Task Force &amp; Community</u></p> <p>Kowser Omer asked Jim to make clear the confusion that some community members have from news reports that make mention of “Somali descent” that make them feel like they have a negative defect or discriminatory labeling or stigma. Despite the other interpretations of “descent”, Jim S. interprets ‘descent’ as not being the same as ‘defect’.</p> <p><u>Motion to TDSB:</u> That the wording within Somali reports or task report use “Somali-speaking community” instead of ‘somali descendent’.</p> <p><u>Feedback:</u></p> <p>Jim S had mentioned that the language used within data collection is different than in the report and that use of language will be used carefully. The task force has been submitted and the staff is responsible to coming up with actions that serve Somali-speaking community.</p> <p>Kowser asked if the Somali Task Force just like the Portuguese Task Force could be entitled to similar word choices to prevent more marginalization in a community that has been experiencing multi-intersectionality.</p> <p><u>Actions:</u></p> <p>Chris suggested that EPAC review the recommendations of the task force and bring EPAC recommendations to explore how EPAC can support and/or advise implementation.</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. The LAEN forums were successful with workshops to address challenges (stereotypes, lack of school support and how to navigate the system, language and identity) with support from TDSB and TCDSB for anti-oppressive training and curriculum reform. Questions can be sent to LAEN. There will be another forum this year.</p> <p>-City of Toronto has changed Spanish Heritage Month to October to model it after the USA and economic reasons for Toronto. City of Toronto hopes that Ontario and Canada will also recognize LHM for October, and the Spanish-speaking community will discuss further. Event on May 6, 6-8pm, Rm 310.</p>	
<p><b>9.)</b></p>	<p><b>Trustee Report</b></p> <p>Trustee Report</p> <p>1.Board Meeting</p> <p>2. Budget Meetings</p>	<p>Deferred to next meeting</p>

<p><b>10.)</b></p>	<p><b>Staff Report</b>  <b>Jim Spyropoulos:</b></p> <p><u>Commendations go to:</u> Christina G. In Equity and Inclusive Schools who completed her PhD from OISE and represents the Spanish-speaking community.</p> <p><u>Alert:</u> TDSB will be raising the profile of BHM and invites EPAC members to join the planning committee.</p> <p><u>Urgent-call-to-Action:</u> Black students have made achievements, but still require actions to support new students , their parents and teachers. Learnings from other schools will be used to make improvements to course curriculum. It is being reviewed to begin grade nine offering academic stream only.</p> <p><u>WorldPride 2014:</u> TDSB will be supporting WorldPride this year.</p> <p><u>PRC review</u> is occurring in accordance with the Baldwin inquest recommendations for volunteers who come near students in their volunteering effort. May 21 HRPLC will be meeting and encourages delegations from EPAC on policy PO45-Neglect/Abuse.</p> <p><b>Feedback:</b>  Community members would like the Opportunity Gap Advisory group (OGAP) to become fully resourced. This will be an on-going question.</p>	
<p><b>11.)</b></p>	<p><b>Other new business</b>  Saida Sabrie commented that the Curriculum and Library WG of PIAC would like to collaborate with EPACs WG on Black History Month.</p>	
<p><b>12.)</b></p>	<p><b>Adjournment:</b> The meeting was adjourned at 9:10 PM.</p>	
<p><b>13.)</b></p>	<p><b>Next Meeting:</b> May 22<sup>th</sup>, 6:30pm, Committee Room A</p>	