AGENDA

1. Roll Call

2. Land Acknowledgement

3. Approval of Agenda

4. Declaration of Conflict of Interest

5. Approval of Minutes
   • January 16, 2020

6. Presentation
   • Budget 2020-2021 Consultation

7. Updates

8. Student Report
   • Student Report

9. Staff Report
   • Staff Report

10. Board Report

11. Policy Updates
    • Policy Updates
    • Policies and Procedures for Comment
    • Policy # 672.0 - Student Leadership and Student Voice (Working Document)
    • Policy # 267.0 - Supporting Community Concerns (Working Document)

12. Information

13. Adjournment
14. EQUITY AND INCLUSIVITY ADVISORY COMMITTEE MEMBERSHIP

Community Members

Denise Anderson
Maria Brisbane
Kristine Carbis
Chanel Grenaway-Mills
Atia Haq
Willemm Hart
Arielle Lewis
Patrizia De Marco

Representatives of Community Organizations

Kim Adeney, The Regional Municipality of York
Tristan Coolman, Pflag Canada - York Region
Michael Bowe, York Region Children's Aid Society
Kayla James, 360°Kids
TBC, United Way Greater Toronto
Mary Xue, Special Education Advisory Committee (SEAC)
Ingrid Lambie, Parent, Family and Community Engagement Advisory Committee (PEAC)
Jayne Ramos, Centre for Immigrant and Community Services
Ricky Veerappan, York Regional Police

Trustee Representatives

Ron Lynn (Vice-Chair)
Elizabeth Sinclair
Linda Gilbert - Alternate

Student Representatives

Michelle Chou, Student Trustee
Nicholas Hamzea, Student Trustee

Staff Representatives

Cecil Roach, Coordinating Superintendent of Education, Indigenous Education and Equity
Donna Ford, Principal, Inclusive School and Community Services
Raymond Fung, Secondary Vice-Principal, Vaughan Secondary School
Crystal Mott, Elementary Vice-Principal, Bogart Public School
Jean Marc Raymond, First Nation Métis and Inuit Education Consultant (Elementary Teacher)
Andrew McConnell, First Nation Métis and Inuit Education Coordinator (Secondary Teacher)
Christina Papadakis, Assistant, Indigenous Education and Equity

Ex Officio

Louise Sirisko, Director of Education
Trustee Juanita Nathan, Chair of the Board

NEXT MEETING

May 14, 2020
The Equity and Inclusivity Advisory Committee (EIAC) met at 7:03 p.m. in the Board Room of the Education Centre, Aurora on Thursday, January 16, 2020, with Committee Chair K. Carbis presiding and the following members present:

Community members: D. Anderson, M. Brisbane, K. Carbis, C. Grenaway-Mills and A. Lewis

Representatives of Community Organizations: K. Adeney, M. Bowe, M. Brown (Alternate), T. Coolman, K. James, I. Lambie (via audio conference), R. Veerappan and J. Wedlock (Alternate)

Trustee members: Trustee R. Lynn (Vice-Chair)

Staff members: Principal, Inclusive School and Community Services D. Ford, Elementary Vice-Principal C. Mott, Coordinating Superintendent of Education, Indigenous Education and Equity C. Roach, Associate Director of Education, Schools and Operations C. LaTouche, Superintendent of Education, S. Bredin, Assistant Manager Corporate Secretariat and Trustee Services R. Fogah-Foster and Administrative Assistant F. Phillips

Regrets: Community Members A. Haq and W. Hart, Representative of Community Organizations R. Chughtai, Student Trustees M. Chou and N. Hamzea, Trustee E. Sinclair, Secondary Vice-Principal R. Fung, First Nations, Métis and Inuit Education Coordinator A. McConnell, Elementary Teacher J-M Raymond and Superintendent of Schools P. Valle

ROLL CALL

Committee Chair K. Carbis called the meeting to order at 7:03 p.m.

LAND ACKNOWLEDGEMENT

Committee Chair K. Carbis provided remarks and an acknowledgement of thanks and appreciation to the First Peoples of the Williams Treaty First Nations, other Indigenous Peoples and the Chippewas of Georgina Island First Nation as the Board’s closest community and partners in education.
DECLARATION OF CONFLICT OF INTEREST

Committee Chair K. Carbis asked any trustee who has a direct personal interest or direct or indirect pecuniary interest in any matter being discussed during the meeting to state their conflict and the nature thereof. No conflicts were declared by trustees at this time.

APPROVAL OF AGENDA

(*)1. Moved by D. Anderson, seconded by T. Coolman:

   That the agenda be approved as written.

   - Carried -

SPECIAL ANNOUNCEMENT

Committee Chair K. Carbis noted that Community Member A. Mason had resigned from the committee and expressed appreciation for her contributions to the committee.

ELECTION OF EQUITY AND INCLUSIVITY ADVISORY COMMITTEE CHAIR FOR 2020

At this time, Vice-Chair R. Lynn called for nominations for the position of Chair of the Equity and Inclusivity Advisory Committee for the year 2020.

A. Lewis nominated K. Carbis for the position of Equity and Inclusivity Advisory Committee Chair. The nomination was seconded by M. Bowe.

CLOSE NOMINATIONS

(*)2. Moved by M. Bowe, seconded by R. Veerappan:

   That the nominations for the position of Equity and Inclusivity Advisory Committee Chair for 2020 be closed.

   - Carried -

Vice-Chair R. Lynn declared K. Carbis acclaimed to the position of EIAC Chair for 2020. K. Carbis assumed the position of Equity and Inclusivity Advisory Committee Chair at this time.

Note: Community Representative I. Lambie joined the meeting (via audio conference) at 7:16 p.m.
APPROVAL OF MINUTES

(*)3. Moved by T. Coolman, seconded by I. Lambie:

That the minutes of the October 17, 2019 Equity and Inclusivity Advisory Committee be approved as written.

- Carried -

STRATEGIC PLANNING UPDATE

Principal, Inclusive School and Community Services D. Ford and Associate Manager, Leadership Development J. Steh shared background information regarding the Multi Year Strategic Plan (MYSP), the Director’s Action Plan (DAP) and highlighted for committee members the recommendations previously submitted to the Board from the EIAC Community Consultations.

D. Ford walked through the four quadrants of the MYSP and DAP highlighting the Board priorities of Fostering Well-Being and Mental Health, Championing Equity and Inclusivity, Building Collaborative Relationships, and Empowering Ethical Leadership. Additionally, she highlighted information regarding the support that Inclusive School and Community Services provides to each of these priorities.

D. Ford and J. Steh answered questions regarding:

- the meaning of underserved and underperforming,
- professional learning and the connection to classism,
- process for the review of policies and EIAC members being a part of that,
- culturally specific events and learning in schools to support students’ mental health and wellbeing,
- mental health supports for students and crisis management,
- support for educators to access missing knowledge,
- efforts to engage Union and Federation partners to promote inclusivity,
- addressing incidents of hate and educating parents,
- role of the college of teachers in supporting the equity work, and
- a collective multi-pronged approach with community partners.

Associate Director of Education, Schools and Operations C. LaTouche noted that trustees are currently engaged in a governance review process which will include opportunities for advisory committee members to provide input.

Note: Trustee E. Sinclair joined the meeting (via audio conference) at 8:00 p.m.

STUDENT TRUSTEE REPORT

The Student Trustee report was shared electronically with committee members prior to the meeting.
STAFF REPORT

Principal, Inclusive School and Community Services D. Ford highlighted some items on the staff report including:

- the vigil for the victims of Flight 752 held on January 13, 2020, and
- the Regional Parent Symposium date is April 1, 2020.

EIAC committee members were encouraged to contact D. Ford through email to express their interest in attending the Regional Parent Symposium.

BOARD REPORT

Trustee R. Lynn thanked committee members for their contributions and noted that there had not been a Board meeting since the Joint PEAC/EIAC meeting in December.

POLICY UPDATES

Committee Chair K. Carbis reminded members that policies currently under review can be accessed through the Boards' website for providing feedback. EIAC members were encouraged to review and submit comments for consideration. The EIAC Steering Committee will work with staff to identify a policy to review at the next meeting.

ADJOURNMENT

(*)4. Moved by M. Bowe, seconded by T. Coolman:

That the Equity and Inclusivity Advisory Committee meeting adjourn at 8:52 p.m.

- Carried -
Members of the Equity and Inclusivity Advisory Committee,

This month has been an eventful one for both of us from both a personal and professional standpoint. For this month’s board meeting, we met our new Indigenous Trustee, Lauri Hoeg and look forward to seeing the voice that she brings to the table.

The York Region Presidents’ Council has already begun planning the Student Outreach Meeting (SOM) for May 5th at the Markham Sheraton Centre. Based on the feedback we received from the 2019 fall SOM, we have made important changes to accommodate the needs of our student participants. We are excited to present the theme ASPIRE, Advocating for Student Persistence in Revolutionizing Empowerment, as this conference will be focused on providing our students with the skills needed to equitably empower youth and in turn, better support our marginalized communities.

We also had the opportunity to attend the annual Ontario Student Trustees’ Association Board Council Conference in Ottawa from February 20-23. We listened to remarks from Annie Kidder, who is the president of People for Education, and participated in an OPHEA workshop on concussion prevention, identification, and management, where we provided feedback on an e-learning module geared towards educating children in grades 4-8 on concussions. We hope to see the feedback that we, along with the other student trustees in attendance, provided in the final module when it is released. We also met with our student wellbeing working group again, where we presented our finalized menstrual handbook to the rest of the attendees. This handbook was a project that our group was working on since the last conference in October 2019, and its purpose is to provide a detailed guide to any student or adult trustee who wishes to implement an equitable policy surrounding having free menstrual hygiene products available in school washrooms.

As announced by the board and all social media platforms already, our student trustees from the 2020-2021 school year have been elected. We are proud to present Christine Lin from Newmarket High School and Felix Nomerovsky from Vaughan Secondary School as the new student trustees! Modifying the election process to introduce a more equitable and inclusive stance on the voting process has been quite the accomplishment, and we look forward to seeing our future student trustees work with board staff to further develop this process.

Finally, celebrating Black History Month with the board has taught us a lot about promoting equity and especially diversity within our school board. With that, we are excited for our next Student Outreach Meeting with the YRPC and other initiatives with board staff in the next few months.
Operational Opportunities – see Board report, appendix 2

Accountability and monitoring
- Celebrating the accomplishments and successes of #Black Excellence! First-ever campaign with YRDSB Communications department to recognize the high standard of achievement and success in various forms demonstrated by members of the Black community whose education occurred within the school district or contributed to educational standards within the district. Social cards, written features, videos and a poster contest will highlight inspiring Black individuals and community groups.

In addition, podcast conversations: Tune In YRDSB, the first podcast of its kind in Ontario launched by York Region District School Board.

Keswick, ON – Students at Jersey P.S. and Keswick H.S. have launched a campaign to raise awareness and address stereotypes around classism.

Following learning and conversations about issues of equity and classism, the students designed a series of posters that will be distributed to schools in York Region District School Board.
• March 8 – **International Women’s Day** - In 1977, the United Nations General Assembly adopted a resolution calling on member states to proclaim a day for women’s rights and international peace. Following the United Nations’ lead, Canada chose March 8 as International Women’s Day. International Women’s Day 2020 campaign theme is #EachforEqual

• March 19 – **Naw Ruz** - For most Iranians, Naw Ruz is the first day of Farvardin, the first month of the Iranian solar year. During this day signifies making a fresh start, full of joy and hope for the coming year. Families and friends may gather at a celebratory dinner wearing new clothes and offering gifts to the children present. The table is decorated with fruit, coloured eggs, sweets, as well as symbolic objects such as holy book and a mirror.

• April 2 – **Autism Awareness Day** - marks the 13th anniversary of the very first World Autism Awareness Day. In 2007 this date was declared by the United Nations General Assembly, in order to bring the world’s attention to Autism, a spectrum disorder that affects tens of millions globally.

• April 23- 24 – **Holocaust Remembrance Day** - commemorates the lives and heroism of Jewish people who died in the Holocaust between 1933 and 1945.

• **Regional Parent Symposium**
  - Wednesday, April 1, 2020 - Save the Date!
    - Event cancelled