

Approved Minutes
Meeting of the Black Community Advisory Council

Monday, June 17, 2024 from 6:30 p.m. – 8:30 p.m.
CEC Boardroom

Co-Chair: Gord Gallimore

Co-Chair: Wayne Brunton

ATTENDEES:

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| Chris Shelton (<i>Regrets</i>) | Parent/Guardian |
| Horace Wright (<i>Absent</i>) | Parent/Guardian |
| Ebenezer Addei (<i>Absent</i>) | Parent/Guardian |
| Gord Gallimore | Parent/Guardian and Co-Chair |
| Muna Said-Ahmed (<i>Absent</i>) | Parent/Guardian |
| Anita Andoh (<i>Absent</i>) | Parent/Guardian |
| Edith Pencil (<i>Absent</i>) | Parent/Guardian |
| Crystal Land (<i>Absent</i>) | Parent/Guardian |
| Linda Tobi-Isiekwena | Parent/Guardian |
| Tineke Harrison (<i>Absent</i>) | Parent/Guardian |
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| Eloghosa Enogieru (<i>Regrets</i>) | Student Member |
| Raheem White | Student Member |
| Zaida Smith | Student Member |
| Pinre Ibitoye-Ajayi | Student Member |
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| Trisha Johnson-White | Agencies – ResQ Youth International |
| Marcia Glasgow (<i>Absent</i>) | Agencies – United Achievers’ Club |
| Jackie Maloney | Agencies – Congress of Black Women |
| Jason Eduful (<i>Absent</i>) | Agencies – The Black Educators Association of DPCDSB |
| Crystel Campbell | Agencies – Black Youth Student Success Initiative |
| Sharon Douglas (<i>Absent</i>) | Agencies – Black Youth Student Success Initiative |
| Cherene Randall | Agencies – Salvation Army |
| Nailah Peters | Agencies – Salvation Army |
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| Duke Nicholson | OECTA Representative – Elementary |
| Jamie Philip | OECTA Representative – Elementary |
| Bianca Gagliostro (<i>Absent</i>) | OECTA Representative – Secondary |
| Nicole Salmon (<i>Absent</i>) | OECTA Representative – Secondary |
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| Bailey Clyne (<i>Regrets</i>) | Indigenous Student Trustee |
| Tara Persad | Elementary Principal/Vice Principal Association |
| Kwadwo Adusei | Secondary Principal/Vice Principal Association |
| Renee La Croix | Graduation Coach for Black Student Success – DPCDSB |

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| Demari Grant (<i>Absent</i>) Dr. Carl James | Graduation Coach for Black Student Success – DPCDSB Advisor – Professor, York University |
| Wayne Brunton | Staff – Superintendent, Equity and Indigenous Education and Co-Chair |
| Nancy Cargioli | Staff – Acting Coordinator, Equitable and Inclusive Education |
| Jaclynn Deveaux-Matthews | Staff – Acting Consultant, Equitable and Inclusive Education |
| Richard Moriah | Staff – Acting Superintendent, Planning and Operations |
| Max Vecchiarino | Staff – Director’s Designate |
| Marianne Mazzorato | Director |
| David Amaral (<i>Regrets</i>) | Associate Director – Instructional Services |
| Margaret Beck (<i>Regrets</i>) | Legal Counsel |
| Caroline McFarland | Recorder |

1. Opening Prayer

Wayne Brunton led the prayer.

2. Land Acknowledgement

Wayne Brunton played the recorded land acknowledgement read by a former Dufferin-Peel student, Rhaya Clyne.

3. Welcome, Introductions and Attendance

Gord Gallimore called the meeting to order at 6:36 p.m.

Attendance

Attendance was taken and those who sent regrets were noted.

4. Approval of the Agenda

THAT THE AGENDA BE APPROVED.

Moved by Duke Nicholson

Seconded by Linda Tobi-Isiekwena

5. Approval of the Minutes – April 29, 2024

The unapproved minutes of April 29, 2024 were distributed to BCAC members via e-mail.

THAT THE MINUTES OF THE APRIL 29, 2024 MEETING BE APPROVED.

Moved by Jamie Philip

Seconded by Gord Gallimore

6. Census Data Feedback & Next Steps

Linda Tobi-Isiekwena shared that they met as a working group to review the data from the 2022 census. They were looking for ways forward with recommendations and next steps as it relates to the census data findings. The council has questions that they hope the Board and trustees may be able to provide answers to. They would like the Board to address the discrepancies between Black and Indigenous students and their counterparts with regards to math achievement and STEM. The council recommends increased community engagements speaking to Black or non-Black racialized groups regarding math achievement.

Marianne Mazzorato acknowledged that the disparity between Black and Indigenous students is a concern. They want to ensure that all students are set up for success with the skills they need to pursue whatever they want in post-secondary. Black and Indigenous students are not seeing the same benefits and results in the areas of math and STEM. More work needs to be done with students. The graduation coaches for Black students have had a positive impact for students but

they need to reach out to the students struggling in those areas and look at ways to academically support them. The Multi-Year Strategic Plan (MYSP) and school plans are built on two fundamental principles. The first being that teachers are encouraged to get to know each and every learner because every student cannot be treated the same way. They need to understand each student's strengths and where they need support. This was where responsive programs and responsive pedagogy comes into play. The Board needs to think about the next iteration of how to respond to the census data. The government has introduced, through the science community, the screening for students from kindergarten to Grade 2. So, they are going to be able to identify early on but how are they responding.

Linda commented that the Board needs to drive participation and engagement for Black students. The council would like school principals to be encouraged to take on those engagements for Black students in individual schools. Their discretion does not speak to the urgency, the data provided and how to reverse that data. They seem to be doing the same thing and expecting different results. The council would like to see an action plan that is Board driven and that is at the top of the Board agenda. They would like the Board to be deliberate to have Black and Indigenous speakers. It is hard to tell students they can do something without showing them a reflection of a person that looks like them doing it.

Marianne agreed that the Board needs an action plan that speaks of urgency because some students will be graduating in a couple of years and they need to be set up in the classroom to graduate and pursue the type of careers that they want. This is also informed by graduation coaches, students, student experience, parents and administrators. The importance of STEM, math and areas associated with AI need to be elevated targeting Black students.

Max Vecchiarino commented that one of the foundational ways of collecting data to see if they are making a difference, is the census. They do not plan to do a census more than every four or five years because it is a massive undertaking and it is difficult to measure specifics. So this plan makes sense and he will work with Wayne and include his research team. They need to make sure they are collecting information that informs decisions that allow them to pivot as they go forward.

Gord Gallimore advised that the engagement nights and the recommendations presented should be in collaboration with BCAC. There is a lot of expertise in the council specifically around math. The council would like to be involved in the planning, implementation and application of the plan.

Marianne responded that they need to work with the council from now until October to develop this plan as it needs to have the voice of council.

A discussion ensued around staff census data.

Linda shared that the council recommends information sharing on Catholic School Councils. As the council wants to be involved on the interaction with Black students and the educational system especially as it speaks to math and STEM, the council suggests information sharing on Catholic School Councils. Another recommendation would be an information night on how parents navigate the educational system. They would like to see a deliberate attempt by the Board and administrators on how that can be achieved. Looking at the census data, the council feels there is a disconnect for Black parents and caregivers on understanding and navigating the educational system. If parents do not understand the system, do not understand what is important and do not understand what they need to speak to their children about, then they cannot help. They would like the Board to use the council to reach parents. The council also sees that there is a challenge as

there is not adequate representation of Black parents on Catholic School Councils. Administrators are deliberate to want to recruit parents to get involved on Catholic School Councils. This council would like to advocate to have that recruitment to be a bit more diverse. You cannot speak to a peoples need if you do not hear them. If parents are not adequately represented, they do not have that information and cannot take back what is being discussed or how the school system works.

Max commented that this is definitely a priority for Family of Schools superintendents. The fact that Linda is bringing it up, suggests that they are not doing a good enough job of doing something about it. Wayne and Max will work with the superintendent responsible for Catholic School Councils as there may have to be some explicit communication or even some talking points for principals on how to make this happen.

Linda suggested starting with the Catholic School Council by-laws. It presently does not speak to turn out, to representation or to term. The document needs to be revisited. This would be a way to get administrators to be deliberate to get that representation on parent council.

Marianne stated that, responding to supporting parents not just in navigating the education system but even to help them navigate option sheets, parents need a fulsome understanding of the courses students want to take especially when thinking about what students desire to pursue in post-secondary. Those conversations need to take place earlier rather than later. Marianne suggested that Wayne, Max and she should talk about how they can be deliberate in that. The Get Ready Program for Grade 9 students runs a week before they enter secondary school, there might be an opportunity there to do some deliberate and targeted programs for Black students. Let's target something with some urgency and specificity, and work toward making that really comprehensive and successful. Let's try and build an action plan and a whole comprehensive engagement strategy and pathway in STEM and math and use that as a template.

A discussion ensued around academic support.

Linda advised that there were three more items to mention that did not need to be discussed due to the time but could be taken away. The council feels that having only three graduation coaches for so many schools cannot make that much of an impact. Secondly, they would like to know what the Board's plan is to support the Black Excellence Success Team to be able to move forward and have an impact on the Black community as a whole. Thirdly, they were concerned about sustained education for teachers on dismantling anti-Black racism. The council has ideas around PD days and they wanted to know if someone was willing to help prepare short webinars or micro trainings if that would help.

Max responded that the last item mentioned was already in preparation. Wayne and Max are part of a larger staff group that are working on modules on areas throughout the system. Equity and specifically anti-Black racism is one of the modules they are preparing. They hope to have most of the modules prepared in the fall.

Linda wanted to know if there was anything in the mandatory New Teacher Induction Program (NTIP) to help give that introduction to new teachers when they come into the system.

Wayne Brunton responded that Nancy Cargioli and Jaclynn Deveaux-Matthews already have sessions for NTIP.

Marianne commented that she really appreciated the issues or areas identified by the council but also appreciated that possible solutions were also provided. Solutions need to be collaborative to work. She added that when she became the Director, it was a priority that they have more representation in senior leadership. She acknowledges that they still have a long way to go but they are starting to see more individuals come forward in senior leadership. They also know that certain senior leadership are committed to ensuring that there are individuals in front of students, teachers and the community that identify as Black.

Wayne shared that three Black administrators were recently appointed to Notre Dame CSS, Ascension of Our Lord CSS and St. Matthew CES. Through racialized mentoring and BEST, they are intentionally and purposefully trying to talk to as many educators as they can.

Nancy Cargioli added and wanted to celebrate that council member Richard Moriah was recently appointed as Acting Superintendent of Planning and Operations.

7. Congratulations and Farewell Grade 12 BCAC Student Representatives

Nancy Cargioli commented that students voices have been invaluable this year. Their presence at all the council meetings, their commitment, their support and their voice and perspective have driven the work. All the work the council does is in support and service of students. Their support to make this work really impactful means so much to the council. It is such an accomplishment that they are moving forward. Congratulations to student council members as they graduate.

8. Information Items:

a. BCAC Membership

Nancy Cargioli shared that as per the terms of reference, if members missed more than two meetings without sending regrets, they would update membership by emailing and letting those members know about the stipulation in the terms of reference. They would be welcome to run again. The positions that are open for next year are for 3 student members that has been advertised at the student BCAC meetings and will also be advertised on social media and through emails. There are openings for 2 community organizations and, looking at attendance, there are 8 parent positions opening up as well. Information will be brought to the October council meeting for member selection.

b. BCAC Working Groups

Nancy Cargioli shared that they have been meeting with working groups for several things including community engagement and responding to census data. They also met with Dr. Carl James to update the Strategic Plan to Dismantle Anti-Black Racism. They are almost done and it is in an update to be in alignment with the MYSP. They used the information from the focus group meeting to inform the updates as it ended up being feedback to the Strategic Plan to Dismantle Anti-Black Racism. When they are ready, they will share this with the council through email.

Dr. Carl James asked if it would make sense to have, every year or every two years, a conference or town hall where parents, the community and students come together to have a conversation rather than having somebody coming to lecture.

A discussion ensued.

9. Tentative Meeting Dates 2024-2025

Nancy Cargioli shared the tentative dates for the BCAC meetings in the 2024-2025 school year. They are:

October 7, 2024 (to be changed)
December 9, 2024
February 3, 2025
April 7, 2025
June 9, 2025

Meetings will take place at St. Dunstan Catholic LLC, located near Eglinton Avenue and Creditview Road. The meeting dates can be revisited at the October meeting if needed.

10. Closing Remarks

11. Adjournment

The meeting adjourned at 8:46 p.m.