

Approved Minutes
Meeting of the Black Community Advisory Council

Monday, May 1, 2023 - 6:30 p.m.
Zoom Meeting

Co-Chair: Gord Gallimore
Co-Chair: Wayne Brunton

ATTENDEES:

Chris Shelton	Parent/Guardian
Horace Wright (<i>Absent</i>)	Parent/Guardian
Candace Carter (<i>Absent</i>)	Parent/Guardian
Ebenezer Addei (<i>Absent</i>)	Parent/Guardian
Gord Gallimore	Parent/Guardian and Co-Chair
Lynn Busby	Parent/Guardian
Roxanne Smith (<i>Absent</i>)	Parent/Guardian
Muna Said-Ahmed	Parent/Guardian
Dr. Brian Chama	Parent/Guardian
(<i>TBD</i>)	Student Member
Sope Duyile	Student Member
Alycia Williams-McSween (<i>Absent</i>)	Student Member
Trisha Johnson-White	Agencies – ResQ Youth International
Marcia Glasgow (<i>Absent</i>)	Agencies – United Achievers’ Club
Jackie Maloney	Agencies – Congress of Black Women
Michael Marshall (<i>Absent</i>)	Agencies – The Black Educators Association of DPCDSB
Jason Eduful	Agencies – The Black Educators Association of DPCDSB and Student Success Coach for Black Students
Crystel Campbell	Agencies – Black Youth Student Success Initiative
Duke Nicholson	OECTA Representative – Elementary
Jamie Philip	OECTA Representative – Elementary
(<i>TBD</i>)	OECTA Representative – Secondary
Thompson Adiuku (<i>Absent</i>)	OECTA Representative – Secondary
Colin Daniel (<i>Absent</i>)	Elementary Principal/Vice Principal Association
Lorian Feres (<i>Absent</i>)	Secondary Principal/Vice Principal Association
Sophia Maloney (<i>Absent</i>)	Secondary Principal/Vice Principal Association
Sharise Sealy-McCallum (<i>Absent</i>)	Graduation Coach for Black Student Success – DPCDSB
Marlo Paraboo (<i>Absent</i>)	Graduation Coach for Black Student Success – DPCDSB
Dr. Carl James	Advisor – Professor, York University

Wayne Brunton (<i>Regrets</i>)	Staff – Superintendent, BNE Family of Schools and Co-Chair
Michelle Coutinho	Staff – Principal, Equitable and Inclusive Education
Nancy Cargioli	Staff – Acting Coordinator, Equitable and Inclusive Education
Jaclynn Deveaux-Matthews	Staff – Acting Consultant, Equitable and Inclusive Education
Richard Moriah	Staff – General Manager, Plant Department
Max Vecchiarino	Staff – Director’s Designate
Marianne Mazzorato (<i>Regrets</i>)	Director
David Amaral (<i>Regrets</i>)	Associate Director – Instructional Services
Margaret Beck (<i>Regrets</i>)	Legal Counsel
Caroline McFarland	Recorder

1. Opening Prayer

Jaclynn Deveaux-Matthews led the prayer.

2. Land Acknowledgement

Jaclynn Deveaux-Matthews played the recorded land acknowledgement read by a former Dufferin-Peel student, Rhaya Clyne.

3. Welcome, Introductions and Attendance

Nancy Cargioli called the meeting to order at 6:39 p.m.

Attendance

Attendance was taken and those who sent regrets were noted.

Richard Moriah, General Manager of the Plant Department, was welcomed as a new member of the BCAC.

Kesh Sharma and Arlene Vita, ICT Support, joined as guests.

4. Approval of the Agenda

THAT THE AGENDA BE APPROVED.

Moved by Duke Nicholson

Seconded by Max Vecchiarino

5. Approval of the Minutes – February 6, 2023

The unapproved minutes of February 6, 2023 were distributed to BCAC members via e-mail.

THAT THE MINUTES OF THE FEBRUARY 6, 2023 MEETING BE APPROVED.

Moved by Jamie Philip

Seconded by Dr. Brian Chama

6. Information Items:

a. Terms of Reference

Nancy Cargioli advised that a working group has been meeting since January to work on a terms of reference for the BCAC. The draft was almost completed. At the October BCAC meeting, a community member indicated that the council should have a guiding framework to work towards common goals. As a result, a working group was created to develop a terms of reference which would be presented to the council for approval. This terms of reference would not only outline a guiding framework but it would also set parameters for council membership. A draft copy will be shared by email.

b. BCAC Active Member List and Vacant Positions on BCAC

Jaclynn Deveaux-Matthews advised that the BCAC has 21 voting members that were selected when the council was first established in 2021. Through messaging and communication, participation from parents, caregivers and community members has increased. While there has

been an increase in consistent attendance from non-council members, there has been some absences from council members at meetings this school year. Members have indicated that having this in the terms of reference will offer a guiding framework to address vacancies in the council. There are potentially four vacant positions for parent and guardian members, two vacant positions for student members, one vacant position for member agencies and one vacant position for an alternate Dufferin-Peel OECTA secondary member. To that end, it has been proposed that the council move forward with approving the terms of reference once it has been finalized by the working group. After approval, communication could go out to the council to fill any vacant positions within the BCAC.

A discussion ensued.

Nancy Cargioli concluded that the working group would need one more meeting to finalize the terms of reference. It would then be shared with council members for final approval. Once finalized, the Equity Department could work towards advertising for vacant positions. Future discussions will take place regarding the applications and membership.

c. Structure of BCAC Meetings

Nancy Cargioli advised that since the council was established in 2021, all council meets have been open to the public. It has been proposed that in addition to open meetings, there should be closed meetings where BCAC members could move work forward. Upon review of the meeting structure for the BCAC, the following structure has been proposed for the 2023-2024 school year:

September: Open Meeting (In-Person)

October: Closed Council Meeting

November/December: Working Groups (Closed)

January: Open Meeting (In-Person)

February: Closed Council Meeting

March/April: Working Groups (Closed)

May: Open Meeting (In-Person)

June: Closed Council Meeting

If virtual meetings work best for the council, meetings can be moved to virtual meetings. This can be determined at a future time.

A discussion ensued.

7. Dr. Carl James

Nancy Cargioli advised that Dr. Carl James has been influential in supporting the council and providing direction. She welcomed him to speak to the council.

Dr. Carl James shared that he has been attending the meetings, engaging in conversations and thinking about where the council is going, how to get there and what progress has been made since the beginning. Dr. James reiterated the importance of the terms of reference and the necessity of having closed meetings where core council members could work and make decisions to move forward.

The council needs to think about their role. It is a resource group, a reference group, an advocacy group and a group that represents parents, students and teachers in issues related to Black

students in the Board. If that is the direction, how is the council going to get there and be responsible to move the agenda to satisfy what they want to achieve. What is the social context to pay attention to in order to make this group a group that is really doing the advocacy work.

School boards are supposed to be working at equity and the fact that this council was formed means there is a commitment to making equity and students more inclusive in the Board. Is that happening and how do we know? How is the council prepared to address some of the things going on such as the anti-critical race theory? Who are the council's allies inside the Board to help agenda items go forward? Are there any Black trustees and superintendents in the Board and, if not, work needs to be done at those levels as well. Do we need a Black student trustee? Representation is important in going forward. Are there issues coming up that should be taken to the Board of Trustees and who should be delegating those issues? How are other boards addressing some of the issues of inclusion? These are some of the ways more could be done to take agenda items forward and get things done. Action needs to be taken in order to make the Board accountable.

Dr. James stated the importance of data to understand if the goals of the council have been effective. The suggestion is to look at student representation, success and suspensions to inform work moving forward.

In-person meetings would be very useful. It would be good for the first meeting to be in-person for everyone to meet and get to know each other.

A discussion ensued around data, in-person meetings and de-streaming of Grade 9 and 10 courses.

Max Vecchiarino advised that a lot of money has been put into de-streaming. He feels that as a province, they are moving very strongly in that direction.

Dr. Carl James shared that for many years there has been a culture of streamed classes, a concept of grading, and a concept of academic, applied and locally developed which are ingrained in the school system. Teachers have been working with those concepts, so the Board needs to think about the supports that are needed to make the de-streaming idea functional.

Michelle Coutinho commented that they could de-stream the courses but they also have to de-stream the minds of teachers if they want de-streaming to be successful. They need to change the way programs are delivered. Teachers need support through professional development. A link was shared to a video about the history of de-streaming:

<https://www.youtube.com/watch?v=49JlyA1gToY>

8. Role of Graduation Coach

Michelle Coutinho advised that they have been meeting provincially with all the graduation coaches. The program has been at the Board for two years, so they were looking to see how they could expand it, make it better, make it stronger and impact more students. They have also increased the compliment as the Board was funding a new position, a student success teacher. Jason Edful is the newest member and he is the Student Success Teacher for Black Students. He is working from two schools and doing central work alongside the graduation coaches. Students have taken to him quite quickly. He has been working with administrators and student success teachers to make sure that they are reaching students that need the support.

Marlo Paraboo and Sharise Sealy-McCallum, Graduation Coaches for Black Students, were recognized with another award from the University of Toronto, Mississauga campus. They were given the award as visionaries because of all the programs that they bring to the campus and the amount of students that they reach.

A discussion ensued around expanding the graduation coach program, support for students transitioning from elementary school to secondary school and the barriers faced by graduation coaches.

Michelle concluded that the more people advocate, the more attention will be given to the programs and the resources that are needed. They are also making sure that the spaces the graduation coaches are going in are safe for them and productive for students.

9. BSA Conference

Sope Duyile shared that during Black History Month, they had the BSA Conference with students from different BSAs across the Board. This was their second in-person meeting and they were all given books titled, '100 Accomplished Black Canadian Women'. They were able to listen to some of them speak, they saw a video from the Honourable Dr. Jean Augustine and they heard a keynote speech from Dr. Joseph Smith on emotional intelligence.

The second event they had was the Access Day at the University of Toronto, Mississauga campus. Students felt welcomed and there were different identity affirming workshops. It was helpful to see professors and students that looked like them and to listen to them talk about their experiences.

Last Thursday, they had the Black Haircare Conference with Nancy Falaise. Two students volunteered to have their hair done. They watched a short documentary about her story and she gave them booklets about haircare.

Sope shared that, in speaking to a member of the BSA at St. Thomas Aquinas S.S., she heard that Marlo Paraboo, Graduation Coach for Black Student Success, no longer works there and they no longer have an affinity space. This student told her that they no longer have a BSA as their room had been taken over and all the food in there had been distributed.

Michelle Coutinho clarified that there was a change in the interaction and connection with St. Thomas Aquinas S.S. as they required Marlo Paraboo to do some system level work that was becoming overloading for the coaches. Also, the transition was to bring in a new role created of a student success teacher. Jason Eduful is the new Student Success Teacher for Black Students. He is in two schools of which one of them is St. Thomas Aquinas. So, there was a brief period that the affinity room was not open because there was nobody there to be with the students. During that time, another teacher was using the room. Since then, Mr. Eduful has been in there and the room is back to being an affinity space.

A discussion ensued around the importance of the affinity space, the impact of making changes, planning and communication with students.

Nancy Cargioli advised that next on the agenda was a discussion of some of the events that continue to happen in the Board.

Jaclynn Deveaux-Matthews advised that one of the things that they have been doing throughout the school year was an author series that honours the many ways of knowing and being that exist. This author series offered to share stories that help all participants to understand the wider world and connect to one another. A focus on Black authors was intentional as a way to address erasure in education, decenter whiteness and allow student to see themselves represented. Each session was attended by over 2,500 students.

Nancy Cargioli advised that an Equity Symposium took place in the Board on March 22. Representatives from every school across the Board came together as a professional learning community to build knowledge through critical examinations of an equitable system. Educators built capacity surrounding anti-bias and anti-oppressive practice through understandings of calls to action and how they might be implemented. There were two guest presenters, Dr. Keith Adamson and Dr. Niigaan Sinclair. They facilitated sessions on anti-Black racism and Indigenous education.

10. Closing Remarks

Nancy Cargioli thanked everyone for the fulsome discussions and for joining. The June meeting date will be changed and will hopefully be in-person. Information will be shared via email.

11. Adjournment

The meeting adjourned at 8:03 p.m.