

Approved Minutes
Meeting of the Black Community Advisory Council

Thursday, May 19, 2022 - 6:30 p.m.
Zoom Meeting

Co-Chair: Gord Gallimore
Co-Chair: Max Vecchiarino

ATTENDEES:

Chris Shelton	Parent/Guardian
Horace Wright	Parent/Guardian
Candace Carter (<i>Absent</i>)	Parent/Guardian
Ebenezer Addei	Parent/Guardian
Gord Gallimore (<i>Absent</i>)	Parent/Guardian and Co-Chair
Lyn Busby (<i>Absent</i>)	Parent/Guardian
Roxanne Smith (<i>Absent</i>)	Parent/Guardian
Muna Said-Ahmed	Parent/Guardian
Dr. Brian Chama	Parent/Guardian
Omolegho Akhibi (<i>Absent</i>)	Student Member
Sope Duyile (<i>Absent</i>)	Student Member
Alycia Williams-McSween (<i>Absent</i>)	Student Member
Trisha Johnson-White	Agencies – ResQ Youth International
Marcia Glasgow	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
Crystel Campbell	Agencies – Black Youth Student Success Initiative
Duke Nicholson	OECTA Representative – Elementary
Jamie Philip	OECTA Representative – Elementary
Susan Rayman	OECTA Representative – Secondary
Thompson Adiuku (<i>Absent</i>)	OECTA Representative – Secondary
Colin Daniel	Elementary Principal/Vice Principal Association
Lorian Feres (<i>Absent</i>)	Secondary Principal/Vice Principal Association
Sophia Maloney	Secondary Principal/Vice Principal Association
Sharise Sealy-McCallum (<i>Absent</i>)	Graduation Coach for Black Student Success – DPCDSB
Marlo Paraboo (<i>Regrets</i>)	Graduation Coach for Black Student Success – DPCDSB
Dr. Carl James	Advisor – Professor, York University
Max Vecchiarino	Staff – Director’s Designate 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 Smith (<i>Absent</i>)	Staff – CIO Information Technology
Marianne Mazzorato	Director
David Amaral (<i>Absent</i>)	Associate Director – Instructional Services
Margaret Beck (<i>Absent</i>)	Legal Counsel
Caroline McFarland	Recorder

1. Welcome, Introductions and Attendance

Nancy Cargioli called the meeting to order at 6:31 p.m.

Attendance

Attendance was taken and those who sent regrets were noted.

Sony Prijono, ICT Support, joined as a guest.

2. Land Acknowledgement

Nancy Cargioli played the recorded land acknowledgement read by Rhaya Clyne, a Dufferin-Peel student.

3. Opening Prayer

Jaclynn Deveaux-Matthews led the prayer.

4. Approval of the Agenda

5. Approval of the Minutes – February 17, 2022

The unapproved minutes of February 17, 2022 were distributed to BCAC members via e-mail.

THAT THE MINUTES OF THE FEBRUARY 17, 2022 MEETING BE APPROVED.

Moved by Michelle Coutinho

Seconded by Susan Rayman

6. Updates:

a. Working Groups: Student Group, Program Committee, Community and Family Engagement, Research Committee

Nancy Cargioli advised that the working groups met four times during the months of April and May in addition to the student working groups.

Susan Rayman advised that the Program Committee prepared a letter to Premier Doug Ford focusing on curriculum expectations that need to be updated to reflect Black stories, history, joy and contributions embedded throughout subjects from K to Grade 12. It also focuses on expanding the role of the graduation coaches for Black students to support transitions from Grade 8 to secondary school and on allocating funds to prioritize the hiring of Black educators. The letter will be shared with council members and should be sent out by May 30.

Max Vecchiarino clarified that, as the letter is being sent on behalf of the BCAC, the majority of the council should be in support of it. The Deputy Minister and the Assistant Deputy Minister responsible for these areas should be copied on the letter along with our Director, who will also review and approve the letter.

Susan Rayman advised that the Research Committee discussed the Board census. As there were a lot of questions regarding the census, a copy was provided and is currently being

reviewed by the committee.

Max Vecchiarino added that two censuses were provided in the fall, a staff census and a student census. The data for the student census is very large and will take time to collate and analyze. Once this is completed, all stakeholders will be provided with a review of the results.

Trisha Johnson-White advised that the Community and Family Engagement group are working on a document to provide information to the Black community explaining the benefits of joining Catholic School Councils. A Catholic School Council is comprised of the school principal, parent members, student members (in secondary), teaching and non-teaching staff, and parish and community representatives. It is an important way of being engaged and involved in your specific school, advocating directly with administrators and forming relationships with other parents.

Trisha Johnson-White added that another initiative of this group is working on a list of organizations that can support the Black community. The goal is to share this information with parents and students in a centralized manner. Sometimes programs are put on by multiple groups but they are not being shared with students and parents. If this information is disseminated centrally, then families can find out about the different programs available.

Trisha Johnson-White added that the group is also working on creating further awareness of the BCAC through virtual flyers and the use of the DPCDSB social media channels. They are planning on having a parent engagement night or nights focusing specifically on “Know Your Rights” with a guest speaker. It should be an informative, insightful and educational session.

b. Ontario College of Teachers: Professional Advisory on Anti-Black Racism Video and DPCDSB Staff Accountability

Max Vecchiarino shared that the Board is working toward increased accountability. Accountability is important to ensure that what we say we are doing is actually getting done. To ensure that the Professional Advisory on Anti-Black Racism would be viewed by all teachers, the Board is working on a way to get everyone to sign off on it. This has already begun but it still needs to reach the individual staff member level.

Michelle Coutinho confirmed that the video has been shared at staff meetings over the past few months. However, though administrators were responsible for sharing information including the video produced by OCT, a variety of staff were missed. As a result, a process is being put into place to ensure everybody is getting the message and there is accountability.

c. Policy Memorandum Directives – Proposed Next Steps

Max Vecchiarino shared that the Board felt that not only was the above advisory important, but also other communications with regard to other areas needed support with all teaching and non-teaching staff. A program to monitor is being implemented.

Max Vecchiarino clarified that as a senior team, they would no longer tolerate the use of the N word. It has been made absolutely clear in meetings that any instance of anti-Black racism will not be tolerated. Significant consequences will be imposed on students in terms of our regular behavior consequences, depending on the matter. When it comes to staff, consequences will include retraining, discipline and an imposition of a strict outcome, up to and including termination. Absolutely no instances of anti-Black racism brought to the senior team’s attention will be ignored and, depending on the situation, they will all receive a response.

Opportunities for engagement and reengagement need to be provided, but students being treated badly on any level will not be tolerated.

Max Vecchiarino continued that the Board wants to ensure that resources being used are supportive. The inappropriate use of resources will not be tolerated as well. All staff need to work together to make sure the language used and the teaching moments engaged in are appropriate and supportive of student learning.

Michelle Coutinho added that it is important to note that we have a generation of young people in front of us who do not fully grasp the historical significance of the word and where they are interacting with it is on social media. The Equity Department has created resources that are on the SharePoint to guide administrators and faculty through educating students about this word. We can say don't say it, but we also have to be able to inform students and motivate them to not want to say it.

d. Strategic Plan to Dismantle Anti-Black Racism

Max Vecchiarino shared that the Strategic Plan to Dismantle Anti-Black Racism is and always will be a work in progress. It is at a state of readiness and has been shared with trustees. It will be shared with all school administrators at the June Director's meeting. This will form the cornerstone of the Anti-Black Racism work as an Equity Department into the 2022-2023 school year. The final version of the Strategic Plan to Dismantle Anti-Black Racism can be found on the Board website using the link: <https://www.dpcdsb.org/about-us/multi-year-strategic-plan>

7. Budget Consultation

Michelle Coutinho shared that a notification was sent out system wide regarding the Budget Consultation. It is an opportunity to provide feedback to the Board. Presentations were made to some parent groups. When they found out the work that was being done through the graduation coaches for Black students and other initiatives, the parents said that though they filled out the Budget Consultation, they were going to go back because it was important to have this voice heard. This is another avenue as a group of parents and community members that you can provide consultation.

8. Proposed Dates for BCAC Next Year

Nancy Cargioli shared proposed dates for BCAC meetings next year. There will be room for the working groups which will be determined for the months where there is not a BCAC meeting. This year, there were five larger BCAC meetings in addition to the four working group meetings as well as the student group meetings. The proposed dates for next year are:

September 22, 2022

November 17, 2022

January 19, 2023

March 23, 2023

May 18, 2023

9. CSE Collaboration Award

Max Vecchiarino commended and acknowledged the outstanding work of the two graduation coaches for Black students, Sharise Sealy-McCallum and Marlo Paraboo. They are the recipients of this year's Community Partner and Volunteer Appreciation Award. The award is provided through the University of Toronto, Mississauga Campus, through their center for student engagement. Through this award, they acknowledge that Sharise and Marlo collaborated the most with CSE during the school year across a variety of programs. They were also recognized at the Faith and Program Committee meeting on

Tuesday. This is the second year in a row that a similar award is shared with this community but, in particular, for the work of the graduation coaches for Black students.

This work is important and needs to go on. The Board will continue to represent to community partners but particularly the ministry, who funds the initiative, to suggest that this role not only needs to continue but also needs to be expanded.

10. Good News Item

Michelle Coutinho shared that there is an arts contest run in secondary schools through an outside organization called the Intercultural Dialogue Institute. These events were run and students had the opportunity to participate in a variety of areas such as visual arts and essay writing. The theme this year was inspiring social change through art and activism. Currently all the entries are at the CEC because staff will be asked to vote on them. An example of the art work was shared with the council to show how we as a community are building capacity with students. The arts entries will be put together and a link will be created to share with the council. The results of the contest will also be shared.

Michelle Coutinho added that elections are coming up and Catholic school trustees are being elected. The council was asked to pay special attention to who is running as some of the work at this council is making a difference on the landscape.

Max Vecchiarino shared that Gord Gallimore, Superintendent Wayne Brunton and he have already been in communication about some community events, as suggested by Dr. Carl James, in the new year.

11. Closing Remarks

Max Vecchiarino thanked everyone for their commitment which was shown by the growth this year in the size of the work by this council and is looking forward to meeting again in September.

12. Adjournment

The meeting adjourned at 7:30 p.m.