

Approved Minutes
Meeting of the Black Community Advisory Council

Monday, October 3, 2022 - 6:30 p.m.
St. Marcellinus Secondary School - Room 216

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

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 (<i>Absent</i>)	Parent/Guardian
Roxanne Smith	Parent/Guardian
Muna Said-Ahmed	Parent/Guardian
Dr. Brian Chama (<i>Regrets</i>)	Parent/Guardian
Omolegho Akhibi (<i>Regrets</i>)	Student Member
Sope Duyile	Student Member
Alycia Williams-McSween (<i>Absent</i>)	Student Member
Trisha Johnson-White (<i>Regrets</i>)	Agencies – ResQ Youth International
Marcia Glasgow (<i>Regrets</i>)	Agencies – United Achievers’ Club
Jackie Maloney (<i>Regrets</i>)	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 (<i>Regrets</i>)	Agencies – Black Youth Student Success Initiative
Duke Nicholson	OECTA Representative – Elementary
Jamie Philip	OECTA Representative – Elementary
Susan Rayman (<i>Regrets</i>)	OECTA Representative – Secondary
Thompson Adiuku (<i>Regrets</i>)	OECTA Representative – Secondary
Colin Daniel (<i>Absent</i>)	Elementary Principal/Vice Principal Association
Lorian Feres	Secondary Principal/Vice Principal Association
Sophia Maloney (<i>Regrets</i>)	Secondary Principal/Vice Principal Association
Sharise Sealy-McCallum (<i>Regrets</i>)	Graduation Coach for Black Student Success – DPCDSB
Marlo Paraboo	Graduation Coach for Black Student Success – DPCDSB
Dr. Carl James (<i>Regrets</i>)	Advisor – Professor, York University
Max Vecchiarino	Staff – Director’s Designate and Co-Chair

Wayne Brunton	Staff – Superintendent, BNE Family of Schools
Michelle Coutinho (<i>Regrets</i>)	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 (Recorder)
(<i>TBD</i>)	Staff – CIO Information Technology
Marianne Mazzorato	Director
David Amaral (<i>Regrets</i>)	Associate Director – Instructional Services
Margaret Beck (<i>Regrets</i>)	Legal Counsel
Caroline McFarland (<i>Regrets</i>)	Recorder

1. Land Acknowledgement

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

2. Opening Prayer

Jaclynn Deveaux-Matthews led the prayer.

3. Welcome, Introductions and Attendance

Max Vecchiarino shared that the decrease of one superintendent in the system has led to the sharing of responsibilities. Wayne Brunton will take over official responsibility for the BCAC.

Attendance

Attendance was taken and those who sent regrets were noted.

4. Approval of the Agenda

THAT THE AGENDA BE APPROVED.

Moved by Jason Eduful

Seconded by Chris Shelton

5. Approval of the Minutes – May 19, 2022

The unapproved minutes of May 19, 2022 were distributed to BCAC members via e-mail.

THAT THE MINUTES OF THE MAY 19, 2022 MEETING BE APPROVED.

Moved by Duke Nicholson

Seconded by Jamie Philip

6. Updates:

a. Strategic Plan to Dismantle Anti-Black Racism

Max Vecchiarino shared an update about the Strategic Plan to Dismantle Anti-Black Racism. The plan has been shared with the senior team, trustees and principals. Principals are required to share this with staff in an in-service.

A discussion ensued regarding the PD offered to teachers through the Board as well as ways to dismantle Anti-Black Racism within schools.

b. Role of Graduation Coaches for Black Students

Marlo Paraboo spoke briefly about the role. A concern was raised that the role should be expanded. Questions as to support in Mississauga schools were addressed. The Board has posted to hire a third Graduation Coach for Black Students and is looking into expanding who can take on the role, as there is a province-wide shortage of CYWs.

c. Working Groups

a) BCAC Student Representative Committee

- Marlo Paraboo shared information regarding the working group's progress.
- Sope Duyile and Marlo Paraboo shared that the students came together and felt it was a safe space. It was refreshing to come together and hear ideas. It was a great day for the students.
- Student representatives looked at Building Black Voices: A Guide to Creating a Black Voices Lab. This was created by students for students and tells you how to create a BSA and how to talk about microaggressions. Students went through the document to see what it looks like and bring it back to their schools.

b) Community and Family Engagement Committee

- Nancy Cargioli shared information regarding the working group's progress. The working group wanted to create interest and uplift the benefits of joining Catholic School Councils.
- A discussion ensued and included a discussion surrounding the update that Notre Dame is hosting a conversation.
- Aspire 4 Hire (community organization) offered to share information with parents who come to their programs.
- An OECTA representative suggested that we need to promote being a racialized/Black teacher in elementary school and is willing to recruit new racialized/Black teachers for our Board.
- A comment was made that trustees at the Peel District School Board agreed to intentional hiring of Black and Indigenous teachers to bypass part of the hiring process.
- A Board staff member stated that the letter sent to Doug Ford included these issues.
- A discussion ensued.

c) Program (Curriculum) Committee

- Nancy Cargioli shared information regarding the working group's progress.
- Letter pushing the Ministry to hold teachers accountable to teaching Black history.
- There was no adequate response from the letter to Doug Ford.
- Where do we see this going next? There is a need for accountability.
- A discussion ensued regarding how to hold the government accountable. The Board (trustees, senior staff and director) endorsed the letter.

d) Research Committee

- Nancy Cargioli shared information regarding the working group's progress.
- Interest in the census data; data is still being cleaned.
- BCAC members want to see the data once it is released and speak to the disproportionalities.

7. Safe Schools Protocols (Lockdown Procedures/Role of Peel Regional Police)

Max Vecchiarino shared that the School Resource Officer Program has been closed provincially and inquired if BCAC members would like to involve police in giving feedback on lockdowns. Lockdowns are practiced twice a year and police have offered to support the technicalities of that work, similar to local Fire Marshal feedback. A letter would be sent home to the parent community stating police will come (if we go into lockdown, police will come into the school and operationalize next steps). Police will not interact with children. The BCAC was asked to provide feedback.

Questions and concerns were raised:

- What does this look like, as this causes anxiety for parents?
- How far will the Board take this feedback?
- What are police looking for in the lockdown?

The council was informed that a principal's main goal is to make sure all the school is safe; liability; must call a lockdown if students are in jeopardy.

Suggestions:

- Train administrators
- Leave weapons outside the building; dress in plain clothing
- More fulsome discussion at another meeting; bring back what the police want

Concerns were raised that when police come in, they take authority from administrators.

A discussion ensued.

The decision was made to revisit this. There was a commitment that the Board will not undertake this without the BCAC's support. Board staff will come back with further criteria from police.

8. Ontario Municipal and School Board 2022 Elections

Gord Gallimore shared information about the upcoming election on October 24. All BCAC attendees are encouraged to vote.

9. Racialized Mentoring Meetings for Staff

Wayne Brunton shared information about this invitation. There were approximately 60 participants out of an employee group of 11,000. Many were teachers coming to hear about becoming administrators. They are trying to encourage as many teaching staff as possible who are racialized. Successful candidates will have a racialized panel for interviews.

They are extending the invitation to external applicants who are racialized and would like to be administrators in our Board. The BCAC was invited to review the language and make recommendations because superintendents are not racialized/Black.

A discussion ensued.

10. Dates for BCAC This Year

Nancy Cargioli shared the dates for BCAC meetings:

December 5, 2022

February 6, 2023

April 3, 2023

June 5, 2023

Working groups meeting dates are still to be determined.

11. Closing Remarks

12. Adjournment

The meeting adjourned at 9:30 p.m.