

**Approved Minutes**  
**Meeting of the Black Community Advisory Council**

**Monday, October 30, 2023 - 6:30 p.m.**  
**CEC Boardroom**

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

**ATTENDEES:**

|  |  |
|--|--|
| 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                          | 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                                      |
|  |  |
| Eloghosa Enogieru                        | Student Member                                       |
| Raheem White                             | Student Member                                       |
| Zaida Smith                              | Student Member                                       |
| Pinre Ibitoye-Ajayi                      | Student Member                                       |
|  |  |
| Trisha Johnson-White                     | Agencies – ResQ Youth International                  |
| Marcia Glasgow ( <i>Regrets</i> )        | Agencies – United Achievers’ Club                    |
| Jackie Maloney ( <i>Absent</i> )         | 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                           | Agencies – Black Youth Student Success Initiative    |
| Cherene Randall                          | Agencies – Salvation Army                            |
| Nailah Peters                            | Agencies – Salvation Army                            |
|  |  |
| Duke Nicholson                           | OECTA Representative – Elementary                    |
| Jamie Philip ( <i>Absent</i> )           | OECTA Representative – Elementary                    |
| Bianca Gagliostro ( <i>Absent</i> )      | OECTA Representative – Secondary                     |
| Nicole Salmon ( <i>Absent</i> )          | OECTA Representative – Secondary                     |
|  |  |
| (TBD)                                    | Elementary Principal/Vice Principal Association      |
| Kwadwo Adusei                            | 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

Wayne Brunton (*Regrets*)

Staff – Superintendent, BNE Family of Schools 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 – General Manager, Plant Department

Max Vecchiarino (*Regrets*)

Staff – Director's Designate

Marianne Mazzorato (*Regrets*)

Director

David Amaral (*Regrets*)

Associate Director – Instructional Services

Margaret Beck (*Regrets*)

Legal Counsel

Caroline McFarland

Recorder

**1. Opening Prayer**

Nancy Cargioli 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**

Gord Gallimore called the meeting to order at 6:40 p.m.

**Attendance**

Attendance was taken and those who sent regrets were noted.

Vice Principal Lorian Feres and Principal Michelle Thompson joined as guests.

**4. Approval of the Agenda**

**THAT THE AGENDA BE APPROVED.**

**Moved by** Nailah Peters

**Seconded by** Linda Tobi-Isiekwena

**5. Approval of the Minutes – June 19, 2023**

The unapproved minutes of June 19, 2023 were distributed to BCAC members via e-mail.

**THAT THE MINUTES OF THE JUNE 19, 2023 MEETING BE APPROVED.**

**Moved by** Gord Gallimore

**Seconded by** Richard Moriah

**6. Welcoming Superintendent Wayne Brunton**

Nancy Cargioli advised that Michelle Coutinho, Principal of Equitable and Inclusive Education, retired at the end of September. She was a champion of Equity and will be greatly missed at the Board. Michelle had hoped to say goodbye at the September meeting that was cancelled. Wayne Brunton is now the Superintendent of Equity and Indigenous Education and will continue his role as Co-Chair of BCAC. Nancy also thanked Superintendent Max Vecchiarino who had previously been Co-Chair with Gord Gallimore.

**7. Welcoming New BCAC Members and Thank You to Previous BCAC Members**

Nancy Cargioli thanked the previous members of the BCAC for the work they had done.

**8. Information Items:**

**a. Review of BCAC Mandate and Council Work**

Nancy Cargioli advised that the BCAC mandate is to play an active role in reviewing, advising and making recommendations to the Board of Trustees on strategies to identify and dismantle

anti-Black racism within all educational spaces. The goal of the council is to work towards creating equitable outcomes with the implementation of policy, practice and pedagogy that is aimed at supporting student achievement and eliminating the barriers faced by Black students.

Nancy shared some of the work that has been created through the council. In 2020-2021, Joanna Newton had advocated for a council to center Black voices which resulted in the creation of the council. In 2021-2022, the focus remained to create a Strategic Plan to Dismantle Anti-Black Racism. That plan is aligned with the Multi-Year Strategic Plan (MYSP) and was placed on the Board website in June 2022. As the MYSP is being revisited, that could be part of the work of the council this year. The MYSP is on the Board website for members to look at and provide feedback. In 2022-2023, a Terms of Reference was developed to provide guidelines to follow. Throughout the past two years, working groups which included non-council members were implemented. They have worked on community engagement, data and curriculum resources. Also, a student group was created with one BCAC student representative from every secondary school. They meet throughout the year with the graduation coaches for Black students.

**b. Setting Dates for 2023-2024**

Nancy Cargioli advised that council members decided to hold council meetings in person. During the winter months, depending on weather conditions, the meeting could be moved to virtual.

Mondays were selected for council meetings to accommodate the superintendent's schedule but, through a survey to council members, the dates can be changed to accommodate the majority of the council.

**c. Trustee Discussion**

Nancy Cargioli advised that some members wanted to have trustee representation and were asking questions about having a trustee present at in person council meetings. Nancy asked council if they wanted a trustee present at all meetings and if they want it to be a specific trustee or an open invitation for all trustees to attend.

Gord Gallimore explained that trustees represent different regions of the Board. The Board of Trustees are responsible for Board governance and the Director of Education is responsible for Board operations. School board policies are approved by the trustees. Trustees are elected officials and the Director of Education reports directly to the Board of Trustees. Therefore, having trustee representation would be beneficial to the council.

A discussion ensued.

Dr. Carl James suggested selecting a trustee representing an area where there are a significant number of Black students. Gord Gallimore suggested looking at the data to see what areas have the highest number of Black students. Linda Tobi-Isiekwena suggested finding a trustee who would be more vocal and advocate on behalf of the council.

The council voted in favour of having a trustee present through invitation only for a portion of the meeting.

**d. Update Hiring Practices within DPCDSB**

Deferred to next meeting.

**e. Racialized Mentoring Programming**

Deferred to next meeting.

**f. Equity System Planning 2023-2024**

Nancy Cargioli advised that every school has a Catholic Equity Lead. They are provided with professional development with a focus on dismantling anti-Black racism centering on cultivating and sustaining intentional spaces of belonging for Black students.

Jaclynn Deveaux-Matthews shared updates regarding system wide planning and targeted groups for the year.

A conversation ensued surrounding the recommendation to continue to uplift learning opportunities for Black students in STEM.

A conversation ensued surrounding best practices and advisory on resource selection fostering positive representation, dissemination of information, program pathways, mentoring programs and other programs as it relates to student learning.

A discussion ensued surrounding uplifting the Black Voices course in secondary schools and continuing to build teacher capacity surrounding bias and positionality for educators who do not identify as Black.

**g. Black Expo Event**

Lorian Feres shared that together with Michelle Thompson and Kwadwo Adusei, as the Black Excellence Success Team (B.E.S.T.) executives, they came to talk about how they are supporting Black students to excel in different fields. The Black Professionals Expo will be taking place on Wednesday, November 8 at Notre Dame C.S.S. at 6:30 pm.

Lorian commented that they are aware that the SROs are out of schools. However, many students have approached her and are interested in getting into policing or similar fields. At this expo, for change to happen, they have to be a part of that change. They are looking at how to support those students that want to get into the force.

A discussion ensued.

Dr. Carl James commented that is not about the Black police officer but the culture of policing and the institution. If we know Black students want to become police officers, how can we teach and help them understand the culture to which they would be going.

A discussion ensued.

Dr. Carl James commented that they need to consider how to make the school and students ready and really work through these types of things. What will happen beyond the expo in every day curriculum and every day conversations? How were students prepared before now for relationships between Black people and police officers?

A discussion ensued surrounding how this may look going forward.

**h. Community Engagement Planning**

Deferred to next meeting.

**9. Closing Remarks**

Nancy Cargioli thanked everyone for coming to the meeting in person and stated that there will be follow up with emails.

**10. Adjournment**

The meeting adjourned at 9:33 p.m.