

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

**Wednesday, June 23, 2021, 6:30 p.m.
Via Remote Meeting**

ATTENDEES:

Chris Shelton	Parent/Guardian
Horace Wright (<i>Regrets</i>)	Parent/Guardian
Candace Carter (<i>Regrets</i>)	Parent/Guardian
Ebenezer Addei	Parent/Guardian
Ann Lopez	Parent/Guardian
Lyn Parker-Busby (<i>Regrets</i>)	Parent/Guardian
Roxanne Smith	Parent/Guardian
Muna Said-Ahmed	Parent/Guardian
Brian Chama	Parent/Guardian
Malacai Bryan (<i>Regrets</i>)	Student Member
Sope Duyile	Student Member
Alycia Williams-McSween	Student Member
Trisha Johnson-White	Agencies – ResQ Youth International
Marcia Glasgow	Agencies – United Achievers’ Club
Jackie Maloney	Agencies – Congress of Black Women
Michael Marshall	Agencies – The Black Educators Association of DPCDSB
Kevin Sylvestre	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 Adiuki	OECTA Representative – Secondary
Colin Daniel (<i>Regrets</i>)	Elementary Principal/Vice Principal Association
Loraine Feres	Elementary Principal/Vice Principal Association
Sophia Maloney	Secondary Principal/Vice Principal Association
Sharise Sealy	Black Graduation Coach - DPCDSB
Max Vecchiarino	Staff – Director’s Designate
Michelle Coutinho	Staff – Principal, Equitable and Inclusive Education
Joanna Newton	Staff – Coordinator, Equitable and Inclusive Education
Nancy Cargioli	Staff – Consultant, Equitable and Inclusive Education
Richard Smith	Staff – CIO Information Technology

Marianne Mazzorato
David Amaral (*Regrets*)
Ertha D'Anna

Director
Associate Director – Instructional Services
Recorder

1. **Welcome and Call to Order**

J. Newton called the meeting at 6:35 p.m. and reviewed technical reminders.

2. **Acknowledgement of First Nations Sacred Territory, Opening Prayer and Attendance**

N. Cargioli.

3. **Approval of the Agenda**

J. Newton noted there will be opportunity for participants to comment and provide feedback with time permitting towards the end of the meeting.

Motion to accept the agenda was moved by R. Smith and seconded by S. Moloney.

4. **Approval of Minutes – May 26, 2021**

The unapproved minutes of May 26, 2021, distributed to BCAC members via e-mail were brought forward.

Comment from G. Gallimore: When will the Committee address the issue with members who are consistently absent from meetings and do not send their regrets. It may be time to replace these absent members with others who are attended the meetings.

J. Newton: M. Vecchiarino will speak to the point later in the meeting to address this concern. The Terms of Reference are not complete, and are advising through the survey. We can revise as necessary.

B. Chama: Agrees. People have expressed interest in being a part of the committee.

No corrections or amendments were expressed, a motion to accept the minutes of May 26, 2021, was moved and approved. The minutes will be posted on the meeting page underneath the May 26 meeting headline.

5. **Follow up on items to be addressed from last meeting**

The following five points were reviewed:

a) Hiring Practices – Religious education requirements and years' experience

M. Coutinho: Concern was raised about the qualification requirements for consultant positions, in particular the specialist in religion. Moving forward the requirement for religion will not be part of the posting for consultant positions unless the position is in the religion department.

Regarding permanent teachers status to apply to postings. The language will change reflecting the requirement of 5 years' experience (3 of which are to be permanent).

b) Catholic requirement of Student Trustees and support of the Black Graduation Coach Program

Catholic requirement of Student Trustees and further support of the Black Graduation Coach.

M. Vecchiarino: Discussed the requirements for student trustees.

M. Vecchiarino: Black Student Graduating Coach Position going forward for the 2021-2022 school year-we will be hiring an additional person.

c) Black Voices Course and the alignment of the book list

M. Coutinho: Provided background on the aligned books and the list and summer book review project with English teachers.

d) Communication practices

M. Coutinho: Students felt that there needed to be more communication and sharing of information on what is happening to assist Black students. S. Sealy met with students and had suggestions for an Instagram account or Twitter. We will have a new Twitter account specifically that will address concerns from Black students. This will launch in September 2021.

6. **Future Direction of BCAC**

M. Vecchiarino: provided some feedback on the issues and concerns regarding the structure of the BCAC. At the last meeting BCAC members and parents/guardians brought forth suggestions regarding the committee structure and how best to gather information and feedback.

We are hoping to create an expansion of the council that will create spaces that focus on the specific needs and interests of all members within DPCDSB. This could look like: sub committees, working tables for students, parents, and community councils; so that we can integrate the public more to create opportunities for all voices to be heard and provide spaces for these groups to then advocate and bring concerns to the larger group. We will be pausing during the summer to reflect on what we've heard from all voices going forward. Currently we are exploring the option of an advisor that would support the implementation of the plan and the council. A few names have been suggested-if you have any more, please let us know and we will reach out to them over the summer months.

At this point on the agenda the chat was opened for comments.

S. Maloney: Question about support for the Black Voices course. We are introducing African and Caribbean history and people in Canada. Will there be any support from the Program Department or the Equity Department to support teachers in this area?

M. Coutinho: requested that Sophia reach out to her to ensure we look at how best to serve the needs of the school and the students.

G. Gallimore: Question regarding approval process of books.

M. Coutinho: Explained current approval process and new initiatives to support the Black Voices courses.

M. Vecchiarino: Black educators have been involved, including elementary level teachers.

J. Newton: Commented that this is the first time that she has seen an intention to bring Black teachers voices in the decision making of the book selection process. This is a good change. Their voices are being heard and elevated.

M. Coutinho: We will look at what we do at the Indigenous Council at how we vet books, and we can use this.

A. Parson: Expressed she would be one of the teachers who will be slated to teach one of the Black Voices courses. She has been prepping for the class and will be reviewing books over the summer.

Kim: Wanted to review the use of Robert's Rules as it was not culturally relevant.

M. Vecchiarino: The rules can be aligned once BCAC comes to a consensus on how they want this council to function.

J. Newton: mentioned that we are still working on the Terms of Reference and they can be readjusted to suit this committee.

Kim: Question regarding selection process of the BCAC.

M. Vecchiarino: Discussed the process on the selection of committee members, explaining there was an effort made to have a balanced committee.

J. Newton: The council can come up with their own design and selection process for the committee. which can be built into the Terms of Reference.

Dr. Lopez: Requests that language used in Strategic Plan be inclusive of parents/guardians/caregivers.

7. Reviewed four areas in the Continuation of DPCDSB Strategic Plan to Dismantle Anti-Black racism Survey Results and Discussion

- A. Accountability and Monitoring of the Strategic Plan to Dismantle Anti-Black Racism
- B. Centering Black Student Voice
- C. Review of Human Resource Practices
- D. Review of Student Resource Officer Program

Floor was opened for discussion

G. Gallimore: Question regarding increasing hiring and retention of Black educators.

M. Veccharino: addressed the question that the census would provide valuable information as to how many Black educators are on staff. Results will be shared with this council, explained that Human Resources could speak better to this question.

J. Newton: reiterated that the collection of this data is extremely important. This data will help to drive the change. It is imperative that teachers fill out the survey. This will help paint the picture of the disparity that exists.

G. Gallimore: What is the stance of the Director on this issue in leading this work in getting more Black educators hired.

M. Mazzorato: Reiterated what Max has said. There are still some limitations for all boards with regulation 274 as it is embedded in collective agreements. We are working toward inclusivity and having Black staff represented. There are limitations to our ability regardless of the new PPM. We have demonstrated that in consultation of late. The concern with having more Black administrators being appointed will also be addressed. We are doing what we can to commit to this in our workforce.

M. Coutinho: The hiring promotion is good, but so is the retention and well-being which is important. Having professional development, networking, affinity spaces for Black educators. We have been supporting these initiatives with Black educators and administrators.

Dr. Lopez: Suggested that the board should be intentional with the language around hiring practices to ensure accountability. Also mentioned using intentional language when promoting the census to encourage active participation to address disparities within schools.

M. Veccharino: mentioned that he had a brief conversation with the Superintendent of Human Resources about the census. She has the same stance when speaking to a variety of employee groups about redressing the imbalances over time.

Kim: Inquired whether the committee would be meeting for the school year and if there was a way that parents/guardians/caregivers be a part of the work in the summer.

J. Newton: Indicated that this is to continue. There will be opportunities in the upcoming school year. We will incorporate all the feedback of the strategic plan in draft form. The team will spend some time this week updating the strategic plan to incorporate feedback and suggestions over the last three meetings. Once this is completed, we will present a draft and will be asking for further input from the greater DPCDSB community.

8. Discussion period regarding community input on plan

Members agreed with the creation of a survey-based feedback tool to gather community input.

The following suggestions came from the council.

- Focus groups
- Letter writing
- Town halls
- Convene a meeting of Student and Catholic School Councils

Based on feedback from the council the survey will run in the fall. BCAC members were asked if a potential survey should include identification of respondents' racial identity and that of their children in DPCDSB, where applicable.

The BCAC was asked to consider what other identity data should be asked of those contributing feedback to the strategic plan.

Some members indicated more identity data needing to be collected surrounding; cultural background, ethnicity, city of residence, along with a statement explaining why we are collecting this data. We will work with the Research Team to ensure these details are included. The Black Community Advisory Council was asked if they had recommendations regarding potential advisors DPCDSB could consider contacting to support SPDABR implementation.

The floor is now open to community members on this call to share any suggestions on how to collect feedback regarding the Strategic Plan to Dismantle Anti-Black Racism.

R. Smith: Requested a copy of the survey. There is no option to see your responses after completion.

J. Newton: to request from the Research Team that the survey be made available to review submitted responses.

G. Gallimore: Suggested collecting feedback from the community at large.

Dr. Lopez: Suggested – Can we suggest what groups within Dufferin-Peel the survey will be reviewed by? Data should be collected from the right constituents. Black people must provide feedback about Black people.

9. Closing Remarks

M. Coutinho: Thanked the Committee for all the work and commitment and thanked the team and especially the researcher, K. Russell-Kwan who is not here. Hopefully we can continue to build on the good work and build relationships and trust. Wishing everyone a good safe summer.

J. Newton: Took the opportunity to congratulate Alicia and Malacai, both who are graduating this month. Committee members extended congratulations and well wishes to the graduates on continued success in their future endeavors.

M. Vecchiarino: Wished everyone a safe summer and thanked the committee for their continued support and hard work.

10. Adjournment

The meeting adjourned at 8:30 p.m.