

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

**Wednesday, May 26, 2021, 6:30 p.m.**

**Via Remote Meeting**

**ATTENDEES:**

Chris Shelton	Parent/Guardian
Horace Wright	Parent/Guardian
Candace Carter	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	Student Member
Sope Duyile	Student Member
Alycia Williams-McSween	Student Member
Abigail Hamilton	Agencies – ResQ Youth International
Trisha Johnson-White ( <i>Regrets</i> )	Agencies – ResQ Youth International
Marcia Glasgow ( <i>Regrets</i> )	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	Elementary Principal/Vice Principal Association
Sophia Maloney	Secondary Principal/Vice Principal Association
Sharise Sealy	Black Graduation Coach - DPCDSB
Max Vecchiarino	Staff – Director’s Designate
Richard Smith	Staff – CIO Information Technology
Michelle Coutinho	Staff – Principal, Equitable and Inclusive Education
Joanna Newton	Staff – Coordinator, Equitable and Inclusive Education
Nancy Cargioli	Staff – Consultant, Equitable and Inclusive Education

Marianne Mazzorato (*Regrets*)  
David Amaral (*Regrets*)

Director  
Associate Director – Instructional Services

**1. Welcome & Call to Order**

Regrets were noted.

**2. Acknowledgement of First Nations Sacred Territory**

**3. Opening Prayer**

Nancy Cargioli led the prayer – Prayer to Mary for the Promotion of Human Dignity.

**4. 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 Roxanne Smith and seconded by Sophia Moloney.

**5. Approval of Minutes – April 28, 2021**

The minutes of April 28, 2021 was approved. These will be posted on the meeting page underneath the April 28<sup>th</sup> meeting headline.

Updates:

J. Newton discussed accessing the Zoom Link to BCAC Meetings

M. Coutinho provided information about Mississauga's Black Community Engagement Session on Policing – Thursday, May 27<sup>th</sup> at 6:00 pm

**6. DPCDSB Strategic Plan to Dismantle Anti-Black Racism Survey Results and Discussion**

Members provided feedback regarding the draft DPCDSB Strategic Plan to Dismantle Anti-Racism.

The following five points were reviewed:

- a) Anti-Racism Action Plan to Dismantle Anti-Black Racism
- b) Dedicated Staffing Plan to Dismantle Anti-Black Racism
- c) Black Community Advisory Council
- d) Mandatory Anti-Racism Professional Development with a Focus on Addressing Anti-Black Racism in Education
- e) Curriculum Supports Review

Two additional components based on feedback from the April 28<sup>th</sup> meeting was added to the Draft plan.

- Accountability and Monitoring of the Strategic Plan to Dismantle Anti-Black Racism
- Centering Black Student Voice

**a. Anti-Racism Action Plan to Dismantle Anti-Black Racism**

**i. The review of research and data**

The majority of BCAC members were comfortable with the review of research and data regarding anti-Black racism.

**ii. Creation, review and implementation process of a strategic plan**

The majority of BCAC members were comfortable with the creation, review, and implementation process of a Strategic Plan to dismantle anti-Black racism as written.

Points of discussion: No discussion on these two areas from BCAC members

**b. Dedicating staffing plan to dismantle anti-Black racism.**

The majority of members were comfortable with the creation of a dedicated, staffed team that will work to dismantle anti-Black racism in DPCDSB as written.

Two suggestions: additional staffing positions within elementary and secondary and committee members providing support to the understaffed Equity Department.

Members discussed the requirement for Religious Education Part 3 as well as the number of years as a permanent teacher as barriers that exist with consultant positions at the board was added.

**c. The creation and support of the Black Community Advisory Council.**

The majority of BCAC members were comfortable with points as written.

Suggestion for the addition of grade 7 and 8 student participation.

Discussion regarding the efficacy of adding elementary students on the council or consulting with elementary students.

**d. Mandatory anti-racism professional development with a focused on addressing anti-Black racism in education.**

Three core actions will be added to the plan.

- i. The development and implementation of mandatory anti-racism professional development for teachers and support staff.
- ii. Implement, on an on-going basis, departmental review of professional development and support.
- iii. Plan and implement, in each Family of Schools, specific programming to support concerns addressed in focus groups, surveys, and/ or forums.

The majority of members were comfortable with the development and implementation of mandatory anti-racism professional development for teachers and support staff as written.

Feedback included no self-directed sessions instead mandatory sessions and group engagement opportunities.

Discussion ensued.

- Create an interactive group environment for courageous discussions. A mandatory model for this type of training and having accountability built into the training.

**e. Curriculum Supports Review and the implementation and review of professional development and support**

All members were comfortable with this direction.

- i) Student census results and data sets in individual schools and families of schools to support and curate specific programming to address needs.

Most members were in agreement with this section.

M. Vecchiarino responded to comments raised around census data and anti-Black racism. The new student census hopes to address gaps in data collection by linking demographic data to student achievement.

- ii. Curriculum Support Review

The majority of members were comfortable with the review of curriculum in both secondary and elementary to identify and address racist or systemic practices.

It was suggested that a creation of an annual writing team consisting of Black teachers and Black support staff to review and create curriculum recommendations. This suggestion could be added to the plan, which would include Black teachers in the process.

The suggestion speaks to centering Black educators in this area of curriculum review.

Concerns were raised regarding the process of resource selection. English text selection was given as an example.

Discussion ensued around civics programming and the need to include more Indigenous stories and voices as well as Black history, within a Canadian context.

The board's Black Graduation Coach program from the Ministry was highlighted with the work being done at the secondary level.

### **Promotion of the use of specific strategies for supporting anti-racism practices.**

All members were comfortable with the sharing and promotion of the use of specific strategies for supporting anti-racism practices and Black student success as written.

### **The name of the strategic plan**

All members agreed to leave the name as is, which is the DPCDSP Strategic Plan to Dismantle Anti-Black Racism.

A reminder that this is just the first half of the plan. A survey will go out to committee members to prepare for discussion at the at the next meeting. A draft plan based on all the conversations and suggestions that have come up during meetings will be prepared and then that will go out as well for a final review before it goes out to the public for public consultation.

## **7. Terms of Reference Survey Results and Discussion**

Input at a future meeting on the following Terms of Reference components will be addressed: conflict of interest; conflict resolution; working groups; committees; communicating advice to the DPCDSB Trustees and/or staff; progress review and code of conduct.

### **Mandate**

The majority of people were comfortable with the mandate as written. Two editing suggestions were provided. The additional revisions will be sent out with the minutes.

## **Key Principles**

Majority of members suggested they were comfortable with the key principles as written.

Two recommendations to be added to the key principles.

1. Collecting data of the academic achievements of Black students and make it public to stakeholders (parents, students, and community advisory groups).

2. Suggested edits:

# 4 “Instead of potential gaps – add “examine””. We will remove the word potential. “Number 5 may require further description.

#5 Seek expert input on matters relating to initiatives to dismantle anti-Black racism. Does this include Black staff and school admin as experts? Consultants versed in anti-Black racism?”

These points will be added to both the Terms of Reference and the Strategic Plan.

Based on recommendations from the Council DPCDSB will seek an advisor/critical friend and is open to suggestions from the Council. Council is asked to email E. D’Anna if you have suggestion.

**Membership Composition** - Revisiting the voting status of OECTA teacher representatives.

The majority of members suggested that voting status be granted to the four (4) OECTA members. We will amend voting status to the four (4) OECTA members.

## **Role of the Co-Chair**

The majority of members were comfortable with the role of the co-chairs as written.

Suggestion: there should be an opportunity for co-chairs from similar advisories to meet and identify best practices.

Arrangements can be made to meet with other advisory committees within the board.

## **Role of parent/guardian, community agency and student members**

The majority of members were comfortable with the role of parent/guardian, community agency and student members as written. There will be knowledge and information transfer provided and ensure that communication is built into the comments for community members and students.

The point of information transfer and communications will be added to the final draft plan of the terms of reference.

## **Role of the DPCDSB staff on the council**

This was unanimous.

## **Co-Chairs term of office**

The majority of members were in agreement with the co-chairs term of office as written. Points raised:

1. how long is timely?
2. what happens if the co-chair is not fulfilling duties
3. what happens if co-chair is performing contrary to mandate

Discussion: Create language surrounding the points. The points are valid and will be added to the draft terms of reference moving forward.

**Co-chair election frequency**

The majority of members were comfortable with the co-chair election frequency as written. A member suggested reducing the term to one year.

**Co-chair election process**

The majority of members were in agreement with the election process as written.

**Co-chair election frequency**

All members were in agreement with the co-chair election frequency as written.

A suggestion to add a cutoff date to express interest in running, and a statement of interest as to why they're interested in running.

No change. The term remains as a 2-year term.

Suggestions to the terms of reference will be added including language regarding a time frame for cut off and the importance of having the co-chair share interest in why they want to run to be the co-chair.

**Catholic School Board Trustee Role**

J. Newton provided a brief overview of the role of the Trustee. Discussion focused on what council or community can do to promote and encourage Black community members to run and increase voter turnout in municipal elections.

Suggestions to address the lack of representation was discussed. Communication is key in addressing the inequity. Information sessions to inform and promote the role and process. A working group from the Council can be created to lead the initiative.

Create a communication on the role of the trustee to families that can be shared with Black Community Organizations. Such as Black Voters Matter Canada; Operation Black Vote; the Ontario Catholic School Trustee Association and other Black Trustees in Ontario who currently are in this role.

Discussion: Council member want to know if non-Catholic students can run to be student trustees. M. Vecchiarino will provide clarity at the next meeting surrounding this topic.

**7. Discussion Period**

The Council heard from individuals within the community who have been observing and wanted to contribute their thoughts, questions, or comments. There was not enough allotted time remaining for individuals who were not heard during the public comment period.

Kola: Remarks regarding dismantling anti-Black racism, while continuously sifting through racism and practicing it in this meeting, including members of the Black community.

- Remarks regarding - anti-racist pedagogy that every person is involved in it, culturally responsive pedagogy because you want the students to have a mirror of themselves: who are we? What is our history why are we being discriminated against?

-Remarks regarding more support offered to our Black graduation coaches

-Remarks regarding expecting opposition as a welcome opposition it will make you grow

-Remarks regarding the process of selection and lack of representation and voice

Max: Thank you for your comments I welcome your comments and since this is the portion for the community to have an opportunity to discuss

Sharise: Thank you for the support of the graduation coach program i am open to connect with the community.

Gord: Remarks regarding- unsure if BCAC council understands how each of the topics discussed impacts students today because they are not educators.

-Remarks regarding the chat being disabled today a barrier

-Remarks regarding the zoom link being sent out the distribution list not just posted on board website

- Remarks related to removing Religious specialist as a requirement as it is a barrier, and securing placement back into original school if you take on a consultant role

-Remarks related to training accountability

Allison: Remarks regarding the conversation about new courses being offered and timing.

Michelle: We will message you regarding this in the interest of time.

Kim: Remarks regarding process for BCAC selection including letter and wait time.

-Remarks regarding the concern of Roberts Rules and lack of access to the chat

Max: Most schools use Robert's Rules, but this does not mean we have to use this, there can be other ways that are explored which can be a barrier as you mentioned.

-We did take a significant time in selecting our BCAC members, but clearly it is not perceived that way.

- In retrospect asking for the reason as to why you wanted to join this committee is obvious

Michelle: It was not the intention to disable the chat. It indicated it was a default.

Joanna: comments in the chat are not captured. The purpose of this committee is to push to have your voice heard to challenge and dismantle the structures that are upholding white supremacy, so I do encourage everyone to speak up speak loudly because as we are created Strategic Plan everyone's voice needs to be included so please continue to contribute, continue to pull apart, examine and offer suggestions.

Thank you to everyone for participating I look forward to seeing everyone next month.

## **8. Closing Remarks**

## **9. Future Meetings**

Wednesday, June 23, 2021 – 6:30 p.m.

## **10. Adjournment**

The meeting adjourned at 8:40 p.m.