



REPORT NO. 2, ADVISORY COMMITTEE ON EQUITY

DATE: 22 February 2018

A meeting of the Advisory Committee on Equity was held this evening commencing at 6:05 p.m. in the Mezzanine, 133 Greenbank Road, Ottawa, with Joanne John in the Chair and the following also in attendance:

- MEMBERS:** Elaine Hayles, Community Representative
Jane Fjeld, Youth Services Bureau
Sadia Nuh, Ottawa Community Immigrant Services Organization (OCISO)
Chukwuemeka Ndukwe, Community Representative
Harvey Brown, Community Representative
- TRUSTEES:** Erica Braunovan, Anita Olsen Harper
- GUESTS:** Tim Stanley, University of Ottawa
Nimao Ali, EISC of Ontario
Lisa Montroy, Family Services Ottawa
- STAFF:** Dorothy Baker, Superintendent of Curriculum Services
Jacqueline Lawrence, Diversity & Equity Coordinator
Sherwyn Soloman, Principal – York Street Public School
Nancy Henry, OCDSB
Ken Mak, OCDSB
Jimmy Pai, OCDSB
David Sutton, OCDSB
Nicole Guthrie, Board/Committee Coordinator

1. Call to Order

Chair John called the meeting to order at 6:14 p.m.

2. Approval of Agenda

**Moved by Jane Fjeld,
THAT the agenda be approved.**

- CARRIED -

3. Review of Advisory Committee on Equity Reports

a. Report 6, 26 October 2017

**Moved by Jane Fjeld,
THAT Advisory Committee on Equity Report 6, dated 26
October 2018, be received.**

- CARRIED -

b. Report 1, 25 January 2018

**Moved by Chukwuemeka Ndukwe,
THAT Advisory Committee on Equity Report 1, dated 25
January 2018, be received.**

- CARRIED -

4. Policy P.008.GOV Advisory Committee on Equity

Your Committee had before it Policy P.008.GOV Advisory Committee on Equity.

During discussion, and in response to questions, the following points were noted:

- Mr. Pai requested further clarification of the roles, specifically those of the secondary and elementary panel representatives;
- Diversity Coordinator Lawrence noted the practice of having representatives from the elementary and secondary panel has been a tradition of the committee;
- Mr. Mack queried whether or not an association or union would need to appoint the elementary or secondary panel member;
- There is currently no appointment mechanism for the non-voting elementary and secondary panel representatives. These members have traditionally come to the meetings of their own accord. The committee queried whether or not some language could be added to the appointment of members section to clarify how these members are appointed;
- Mr. Sutton expressed the view that many of the staff representatives advise ACE as both a staff member and a representative of their respective communities. Many of the educator members of the committee are racialized and understand the needs of the students they serve;

- Dr. Stanley indicated that balance is required within the membership. Representatives of the groups and organizations have an obligation to return to the constituency they are representing to inform them of the work of the District, guests do not have the same obligation. Individuals are not held to the same level of accountability nor do they have a network of connections;
- Superintendent Baker advised that central educators may fluctuate from year to year based on budget. They are invited to attend ACE meetings based on the work they undertake for the District. Those staff members will continue to be invited and will attend should the subject matter be relevant and their schedule permit;
- Superintendent Baker advised that the PIC bylaws have a clause which states that representatives be asked to attend meetings (as necessary) to provide expertise on those particular topics or issues related to the work of the Committee and similar wording could be included in section 4.3;
- The committee requested the inclusion of both the Indigenous Education Instructional Coach as well as the Equity Instructional Coach. The positions are valuable resources for the committee can bring information to the committee;
- The committee agreed that they would prefer section 4.2 to reflect 4 individual members and 7 community organizations, agencies, groups and associations;
- Trustee Braunovan cautioned that community organizations can sometimes be difficult to engage and commit to participation;
- The committee suggested that section 4.5 (a) be revised the read First Nation, Metis and Inuit;
- Ms. Montroy recommended that 4.5 (b) be revised to read “Gay, Lesbian, Bisexual, Transgender, and true spirit +”;
- The committee requested that the list of community organizations be alphabetized;
- The committee recommended that section 4.7 be reworded by the Policy Analyst to ensure clarity;
- The committee suggested that the word “school” be removed from section 4.10;
- The committee suggested that section 4.12 be revised to read “The Chair is elected for a two-year term and may be re-elected if one term has elapsed since their last term as Chair”;
- The committee suggested that item 4.13 be revised to ensure community agencies, organizations, groups and associations are able to serve multiple consecutive terms;
- Superintendent Baker noted that other committees have union representatives as non-voting representatives and that the union will call for expressions of interest to sit on the committee. These positions often fluctuate and change year to year;
- The committee requested clarification on the term “Board’s Special purpose” in section 4.24;

- The committee requested that section 4.25 be revised to read “In addition to the above, community agencies, organizations, groups and/or associations, and the student senator shall act as a liaison between ACE and their respective constituencies, community groups or organizations.”;
- The committee requested that the roles and responsibilities of voting and non-voting members be clarified;
- The committee requested that section 4.27 a be revised to read “plan the agenda in consultation with the Superintendent of Instruction and members of the committee.”;
- Trustee Braunovan noted that the role of staff and trustees are important to ensure ACE can continue to provide input into District matters and ensure mutual accountability. Staff and trustees act as liaisons to ACE;
- Ms. Hayles suggested that section 4.29 be maintained to ensure that the committee continues to receive support;
- Ms. Hayles recommended that section 4.24 be reflective of the roles and responsibilities of the new equity and inclusion handbook if relevant;
- Section 4.28 was revised to include the word “their” as a gender-neutral term to replace “his or her”;
- The committee recommended that section 4.39 Voting, be incorporated into section 4.24 Roles and Responsibilities;
- The committee recommended that section 4.43 be revised to read “The Committee may establish sub-committees for tasks such as membership, public relations, communications or outreach, as it deems appropriate.”;
- Trustee Braunovan and Mr. Sutton recommended that section 4.44 be modified to include an alternate mechanism for reporting to the board;
- Superintendent Baker advised that the policy will be sent to the committee members for comment. The policy will be reviewed by the Directors Executive Council and then be added to a Committee of the Whole agenda in April;
- Ms. Fjeld recommended that the committee provide their comments on the revised document in a reply to all; and
- The committee will review the procedure at a future meeting.

5. Round Table

Mr. Pai requested an update on the event that is being planned by the Hillcrest High School Black History Month Club. Diversity Coordinator Lawrence indicated that the group is still planning the event and further details will be provided at the 29 March 2018 meeting.

Trustee Anita Olsen Harper noted that she has volunteered to attend ACE as a representative of the Special Education Advisory Committee.

6. Adjournment

The meeting adjourned at 8:26 pm.

Joanne John, Chair
Advisory Committee on Equity