



EQUITY, INCLUSION AND ANTI-RACISM COMMUNITY ADVISORY COMMITTEE MINUTES

THURSDAY, OCTOBER 6, 2022

5:30 (Virtual Meeting Via Microsoft Teams)

ATTENDANCE

Community Members:	Eve Nyambiya, Brock University Austin White, Niagara Region Public Health
Parent Members:	Amber Dyck Tassia Gabbidon Nina Jain-Sheenan
Student Members:	Aadya Chawla Joy Ge Tyrus Lepage
Trustee Member:	Shannon Mitchell
DSBN Administrative Staff:	Kelly Pisek, Superintendent of Education Warren Hoshizaki, Director of Education
DSBN Staff:	Pratima Burton, Student Achievement Leader, Equity, Inclusion and Anti-Racism Georgie Groat, Student Achievement Leader, Indigenous Education Zakia Hamdani, Consultant, Equity Inclusion and Anti-Racism Maryam Safdar Ali, Human Rights Advisor Aaron Grant, Secondary Teacher, Welland Centennial Secondary School
Recording Secretary:	Jennifer Reid
Regrets:	Kim Ansell, PFLAG St. Catharines & Niagara, Emily Kovacs, Niagara Folks Arts Multicultural Centre, Yvonne Colangelo, Carole Moss, Paul Ferrara, Elementary Teacher, Pine Grove Public School

WELCOME AND LAND ACKNOWLEDGEMENT

Chair Shannon Mitchell opened the meeting with an Acknowledgment of Traditional Territory of the Haudenosaunee and Anishinaabe peoples and welcomed committee members.

APPROVAL OF THE AGENDA

Moved by Nina Jain-Sheenan

Seconded by Tassia Gabbidon

“That the Equity, Inclusion and Anti-Racism Community Advisory Committee agenda be approved.”

CARRIED

COMMITTEE MEMBER ITEM:

Member Introductions

Chair, Shannon Mitchell gave members of the committee the opportunity to introduce themselves. This year there are fifteen members returning and five new members which include two new community members, (one from Brock University, one from Niagara Region Public Health), one new student member, and two new staff members (one elementary, one secondary).

Chair Mitchell commented on current events that demonstrate the need for continued support of staff as they select resources and lessons for classrooms and invited Student Achievement Leader for Indigenous Education, Georgie Groat to comment. In response, Student Achievement Leader, Groat shared the new Navigators program that the Indigenous Education team is providing to a staff member in every school.

A committee member mentioned the importance of including occasional teachers in the messaging and that learning opportunities are offered to them as well. Superintendent Pisek stated that she will follow up on this suggestion.

Committee Intent and Purpose

Chair Mitchell stated that the DSBN is committed to making all DSBN schools more equitable and stressed the importance of this committee as all members are key stakeholders in the system. She emphasized how crucial it is that the voices of this committee are listened to, and the input and feedback received from this committee are implemented in how DSBN moves forward.

Superintendent Pisek added that these committee meetings are closed intentionally for members to feel comfortable in giving valuable feedback and input on all topics. It was shared that members of this committee will also be given the opportunity to join smaller working groups throughout the year, and that the Equity Team is committed to bringing forth upcoming initiatives and learning opportunities to this committee first for feedback and input. Superintendent Pisek explained that the composition of this committee is also intentional as it offers different perspectives and voice. Committee members were invited to suggest topics for future agendas. Committee members added that it is valuable to know the significance of their input and to what extent their input will be used.

CURRENT INITIATIVES:

Focus Group and Application for EIAR Student Alliance

Student Achievement Leader, Pratima Burton shared that the DSBN is launching an Equity, Inclusion and Anti-Racism (EIAR) Student Alliance that will give a leadership opportunity for students from grades 9 – 12. It was reported that in May and June 2022, students from across the DSBN were invited to participate in focus groups to provide input for the EIAR Student Alliance. It was important to gather the voice of the students in creating the group rather than come together to discuss a group that was already created by adults.

Student Achievement Leader Burton explained that students who participated in the focus groups will be able to bring information about the EIAR Student Alliance back to their schools and invited students on the EIAR Community Advisory to apply. Student Achievement Leader Burton will let the committee know when the application site is open so that members can promote it.

May 4 Secondary Student Initiative Conference

Consultant Zakia Hamdani shared that the Equity Team consulted with various student groups over the year and identified the need for the opportunity to come together with other schools to learn, share experiences and work collectively to create change within each school and across the DSBN. The May 4 secondary student conference is a direct result of acknowledging and affirming student voice.

Consultant Hamdani mentioned that the planning of this event is in the early stages and that the name of the conference will be decided by the EIAR Student Alliance. The Niagara Falls Convention Centre has been secured for this DSBN collaborative event. This event will be a collaborative effort across the DSBN as well. The Equity Team has reached

out to community organizations, with Brock University's Equity team already committed to supporting this event.

School Culture Survey Data and Process

Superintendent Pisek reported that there were 30 000 participants who completed the School Culture Survey last year. The committee was reminded that this survey is a Ministry of Education requirement. She shared that the data collected was provided to Brock University to analyze, and that the system data will be provided to this committee prior to being shared publicly.

Consultant Zakia Hamdani shared how the system level data will be used to inform the goals of the Equity Action Plan for the upcoming two school years. Additionally, at the school level, the data will be used to identify measurable and focused goals for each school. The DSBN school support teams (Mental Health and Well Being, Special Education, Multilingual support, Indigenous Education, Equity, Inclusion and Anti-Racism and Safe and Accepting Schools) will be available to assist and have created a menu of resources for schools to consider as they work on their goals.

FEEDBACK:

2022-2023 Equity Action Plan

Student Achievement Leader Pratima Burton thanked committee members for reviewing the Equity Action Plan in advance of the meeting. Members gave further feedback during the meeting and committee members were encouraged to share further input with the Equity Team after the meeting via email. She shared that the input gathered would be reflected in the document.

INPUT:

Human Rights Policy

Human Rights Advisor Maryam Safdar Ali stated that currently the DSBN is working on a Human Rights policy and invited committee members to join a subcommittee that will meet in person to discuss and give feedback. All committee members are encouraged to give feedback, and if interested in joining the subcommittee were asked to email Jennifer Reid at jennifer.reid@dsbn.org.

ADJOURNMENT

Moved by Joy Ge

Seconded by Aayda Chawla

“That the Equity, Inclusion and Anti-Racism Community Advisory Committee meeting be adjourned.”

CARRIED