



ADVISORY COMMITTEE ON EQUITY REPORT

**May 25, 2023
6:00 pm
Zoom Meeting**

Voting Members: Deepika Grover , Nasrin Javanfar, Seema Lamba, Elizabeth Sweeney, Carrie-Lynn Barkley, Ryan Doucette (Young Leaders Advisory Council), Katia d'Argencourt (Tungasuvvingat Inuit)

Non-Voting Members: Elaine Hayles, Bob Dawson, Meghan Wills, Lili Miller, Donna Dickson (Trustee), Robert Hosslet, Nili Kaplan-Myrth (Trustee)

Staff and Guests: Lynn Scott (Trustee), Mary Jane Farrish (Superintendent of Instruction), Jacqueline Lawrence (Diversity and Equity Advisor), Marva Major (System Principal, Equity and Inclusion Initiatives), Paula Hall (Superintendent of People, Culture and Leadership), Pamela LeMaistre (General Manager of People, Culture and Leadership), James Proulx (Executive Officer, Information Technology and Digital Transformation), Joan Oracheski, (General Manager, Research, Evaluation and Analytics Department), Brent Smith (System Principal, Program and Learning), Vatancho Vatanchoev (Research Officer, Research, Evaluation, Analytics Department), Oksana Kravets (Communications Coordinator), James Baker (Board/Committee Coordinator)

1. Welcome

Chair Doucette called the meeting to order at 6:07 p.m.

2. Land Acknowledgement

Chair Doucette acknowledged that the committee is presently meeting on the unceded, unsurrendered Homelands of the Anishinaabeg Algonquin Nation whose presence in Canada reaches back to time immemorial. He extended deep gratitude and sought to support and affirm their rights as the land's stewards and keepers.

3. Community Discussion - Open Space

Advisory Committee on Equity (ACE) members discussed the motion regarding police involvement in schools that will be brought forward at the 13 June 2023 Committee of the Whole (COW) meeting by Trustee Blackburn.

During discussion and in response to queries, the following points were considered:

- It was confirmed that the SRO program was an Ottawa Police Service (OPS) program and that at the present time, this program is not part of the OPS service model;
- There is work going forward to establish a relationship of trust with the OPS, and the Director of Education is planning to meet with the OPS as a first step in alignment with the direction from the previous motion;
- ACE members agreed that they do not want the SRO program to be reinstated in schools; and
- The importance of being able to protect students and staff in schools from violence and harm was noted.

It was agreed that ACE members would convene a sub-committee to meet on 29 May 2023 to discuss the upcoming motion and provide Ms. Lamba, the ACE COW representative, with feedback that the Committee would like her to bring forward at the 13 June 2023 COW meeting.

4. Presentations

4.1 Student Achievement (J. Oracheski, V. Vatanshoev, B. Smith)

General Manager Oracheski, System Principal Smith and Research Officer Vatanshoev provided a presentation on Ottawa-Carleton District School Board (OCDSB) Student Achievement.

During the discussion and in response to queries, the following information was provided:

- Destreaming has allowed approximately 1,000 Grade 9 students to benefit from a wide choice of options and pathways that would not have been available under the Applied course route;
- It was noted that the Valuing Voices section of the report contains more detailed information, including results for Black students;
- It was noted that the report contains a District level overview of key data gathered after the Valuing Voices - Identity Matters survey but does not include graduation data;
- ACE members highlighted the importance of providing specific data on Black student achievement and Indigenous student graduation rates; and
- ACE members agreed to discuss the destreaming of French Immersion at a future date.

4.2 Equitable Hiring (P. Hall, P. LeMaistre)

Superintendent Hall and General Manager LeMaistre provided a presentation on Equitable Hiring.

During the discussion and in response to queries, the following information was provided:

- There is an eligible applicant pool for staff vacancies in schools that is accessed to fill vacancies;
- It was suggested that the OCDSB should research the number of teacher candidates with disabilities to assist in advancing the hiring of applicants with disabilities;
- In response to a request that the District provide data to demonstrate the diversity within the OCDSB employees, including job functions, classifications and salary levels, it was noted that the District needs to develop a mechanism to gather data to that extent;
- Recruitment panels for principals and vice-principals consist of current OCDSB principals and Superintendents of Instruction (SOI);
- People, Culture and Leadership (PCL) conduct random audits of documentation received from hiring panels to ensure compliance with the process;
- PCL is considering a pilot project to identify the needs, diversity and identities within some OCDSB schools and target recruitment to support the specific requirements; and
- Members requested that PCL staff report to the Committee at a future date.

Chair Doucette requested that ACE members send any other questions to himself and Diversity and Equity Advisor Lawrence for forwarding to Superintendent Hall and General Manager LeMaistre.

5. Chair's Briefing

5.1 Selection of Non-Voting Representative to the Ad Hoc Policy Committee

Chair Doucette called for volunteers for the role of Ad Hoc Policy Committee Representative.

Chair Doucette and Ms. Lamba volunteered to be the Ad Hoc Policy Committee Representative.

Chair Doucette was declared the Ad Hoc Policy Committee Representative.

5.2 Strategic Plan Draft for Feedback

Chair Doucette introduced a Strategic Plan Toolkit that provided an update on the Strategic Plan and an opportunity for feedback.

The link to the Google document provided in the agenda package for ACE members to submit feedback will be communicated to members after the meeting.

6. Reports

6.1 Staff Report

The Staff Report was deferred to a future meeting.

6.2 ACE Report, 27 April 2023

Moved by Trustee Dickson ,

THAT the Advisory Committee on Equity Report of 27 April, 2023 be received.

Carried

6.3 Committee of the Whole Report

There was no report on the Committee of the Whole.

6.4 Committee of the Whole, Budget

There was no report on the Committee of the Whole Budget.

6.5 Advisory Committee Updates

There were no Advisory Committee updates.

7. New Business and Event Announcements

ACE members agreed that the Committee should determine their future focus and goals and work toward selecting presentations that will add value.

8. Upcoming Meeting Dates

The upcoming meeting dates will be distributed to ACE members at a future date.

9. Closing

The meeting adjourned at 9:25 p.m.

Ryan Doucette, Chair