

## Membership Committee Report's on ACE's Membership Process

### Four key summary objectives:

1. Timelines
2. Summary of Applicants
3. Recommendations to finalize Appointment Procedure & Matrix
4. Timelines & Recommendations regarding Onboarding of new committee

#### 1. Timelines

Priorities	Timelines
Review Applicants, procedures, matrix and provide recommendations to finalize the selection process	October 24 <sup>th</sup>
Letter to community agencies, federations and universities for appointments	October 25 <sup>th</sup>
Finalize selection and present slate of new members to ACE	November 29 <sup>th</sup>
Orientation-onboarding 2019-2020 ACE	December 7 <sup>th</sup> or 14 <sup>th</sup>
All members on board	January 2020

#### 2. Summary of Applicants

Individual Applicants (39)	Organization Applicants (2)
<ul style="list-style-type: none"><li>• Racialized 10</li><li>• Disability 6</li><li>• 2SGLBTQ 7</li><li>• Creed 16</li><li>• Indigenous 0 (request INAC rep)</li></ul>	1 new request 1 updated membership from current member  Reminder letter to community organizations, federations and universities week of October 25 <sup>th</sup> for appointments by November 15 <sup>th</sup>
Family Dynamics vs Self-identified intersections: <ul style="list-style-type: none"><li>• creed, 2SGLBTQ+, racialized = 1</li><li>• creed + disability + 2SGLBTQ = 1</li><li>• creed + disability + racialized = 2</li><li>• creed + racialized = 8</li><li>• disability and 2SGLBTQ =5</li><li>• indigenous + creed+ racialized =1</li></ul>	
<ul style="list-style-type: none"><li>• Parents = 19 *</li><li>• Residence = E(5) W (25) S(9)**</li><li>• Allies =27</li><li>• Knowledge of Equity Policies = 28</li></ul>	
<ul style="list-style-type: none"><li>• Other relatives noted aunt, nephew</li></ul>	
<b>**Note regarding future meeting location sites</b>	
2 applicants did not submit any information for the two evaluation questions: <ul style="list-style-type: none"><li>a) Why are you interested in being a member of ACE?</li><li>b) What knowledge, skills and experiences do you bring to ACE in one or more of the following: a parent with children registered in the OCDSB; two way encouragement within the communities you self-identify; equity and inclusive education, public education’ public policy and/or communications?</li></ul>	

### 3. ACE Membership Analysis

Voting Members	2019-20	2020-21	Key Considerations
<b>Individual (4) Racialized</b>			
Elaine Hayles			Interim-Chair and COW representative. Elaine has expressed that she will step down and assume the Past Chair position once membership roster is finalized.
Harvey Brown			Currently holding the space as Past Chair and COW representative
Nadine Clarke			Parent and ally representative – awaiting clarification on status
Emeka Ndukwe,			Status TBC
Clara Morgan			Awaiting feedback

#### Current Situation:

- The need to diversify the representation and intersections of diversity in the individual membership group. Also require alternates for each member. As you heard, the roster of applicants will provide ACE the opportunity to do so with parent, community persons and allies representing 2SGLBTQ, racialized, disability, creed dimensions of diversity.
- Indigenous voice currently resides in our organizational group membership category and through the intersection of one of our community reps and the intersecting experience of other committee members. ACE can extend an invitation to INAC to have a member sit on ACE to strengthen the relationship between the two committees. And, the membership committee can be intentional to share the work of ACE with Indigenous individuals and organizations so they know their voice matters in this conversation and space.
- We currently have an interim Chair and no Vice Chair. And, our procedure notes that we fill the position of chair and vice chair in alternate years.

Organizations (7)			
Voting Members	2019-20	2020-21	Key Considerations
Jane Fjeld	Youth Services Bureau (ally)		Jane will be retiring from YSB – replacement possibility?
Raigelee Alorut	Tungasuvvingat Inuit		Alternate
Ryan Doucette	YLAC (racialized)		Alternate
Lisa Montroy	Family Services Centre (2SGlbtq Program)		Alternate
Sonia Nadon-Campbell	SEAC (Disability)		Alternate
Ruth Sword Jean Goulet	Spiritual Care Group in Secondary Schools (creed)		
	OCISO (immigrant and refugee)		In process of appointing new representative and alternates
Ian	Youth Ottawa (ally)		
Karim Makki	Pathways (ally)		
Members at Large (Frequent Guests)			
Bob Dawson	Community representative from the Black community		
June Girvan	Every Child is Sacred & Black History Ottawa		
Professor Stanley	University of Ottawa		Professor Stanley has retired and has recommended Professor Awad – official request to be sent by Oct. 25th
Denise and Hindia	OLIP		

**Current Situation:**

- Four of our current members do not have an alternate
- Three organizations are in the process of replacing their member and alternate representatives
- Representative from one of our strongest ally organization will be retiring in December

#### 4. Recommendations to finalize Appointment Procedure & Matrix

- We will use the matrix to shortlist applicants to replace current vacancies (4 individual members and 4 alternates) with the intention to be representative of the OCDSB student and parent populations
- We will contact and interview/be in conversation with shortlisted candidates
- We will bring to ACE the recommended slate of new members on Nov. 28<sup>th</sup>

##### Other Recommendations

- Chair's position to be filled in 2019 and vice Chair position in 2020
- Committee representatives selected once slate of new members is complete (COW, Early Childhood, Arts, INAC etc.)

##### Vacancies

- Chair and vice chair will be
- Representatives – 7 – currently 9
- Extent – socio economics will play – do members clarify
- Lynn –
  - new members are appointment – new term begin – appointment ;
  - provide a one paragraph of who we are...who will take on chair
- ryan
  - concern – everyone should be a voting member....especially
  - chris – consensus model vs voting member body
  - lynn – consensus can be confusing...membership provides more consistency and the space is always open
- **Accessibility for 440 Albert for January members...**
- **Orientation** – voting and non-voting members; all members at large sign up for the membership

##### Identity based

- Oral communicators – record responses in some communities....
- Front line workers
- Updated mental health strategy
- Motion – no longer a motion; confusion about where the motion stands....**board did have a question of clarification – what messages and questions have and communicated to ACE....**
- Lynn referred the motion to staff
- Rob – language of crafting motion...referrals vs technical – specific about who are African descent....
- Rajeet – strategy going to different ....what do we do with the student in need of support now from guidance counsellors; teachers – when will it get to the student level for the student in need? – we talk about it but no action...
- Chris – specific motion – heard it its being incorporate – asks – identification of specific barriers?
- Lynn – who can we bring, what can they bring, and when

## **Feedback on an ongoing basis**

-