



ADVISORY COMMITTEE ON EQUITY REPORT

November 28, 2019

6:00 pm

Trustees' Committee Room
133 Greenbank Road
Ottawa, Ontario

- Members: Elaine Hayles (Community Representative), Harvey Brown (Community Representative), Raigelee Alorut (Tungasuvingat Inuit), Susan Cowin (Special Education Advisory Committee), Jean Goulet (Spiritual Care Group in Secondary Schools), Ruth Sword (Spiritual Care Group in Secondary Schools), Ryan Doucette (Young Leaders Advisory Council), Awad Ibrahim (University of Ottawa), Bob Dawson (Community Representative), June Girvan (Black History Ottawa), David Sutton (Community Representative)
- Non-Voting Members: Rob Campbell (Trustee), Chris Ellis (Trustee), Dorothy Baker (Superintendent of Instruction), Jacqueline Lawrence (Equity and Diversity Coordinator),
- Staff and Guests: Lynn Scott (Trustee), Riaz Mostaghim, Sue Rice (Equity Instructional Coach), Leigh Fenton (Board Committee Coordinator)

1. Welcome

Acting Chair Hayles called the meeting to order at 6:18 p.m. and acknowledged the meeting is taking place on unceded Algonquin Territory. She thanked the Algonquin Nation for hosting the meeting on their land.

2. Approval of the Agenda

Moved by Harvey Brown,

THAT the agenda be approved.

Trustee Campbell requested the addition of ACE representation on the Advisory Committee for Extended Day and Child Care Programs under "New Business".

Moved by Harvey Brown,

THAT the agenda be approved, as amended.

Carried

3. Community Voice (delegations)

There were no delegations or expressions of community voice.

4. Review of Advisory Committee on Equity Report

4.1 24 October 2019

Moved by Ryan Doucette,

THAT the Advisory Committee on Equity report dated 24 October 2019 be received.

Carried

Mr. Brown noted that on folio 6, second bullet, there is reference to an "unconscious bias action plan". He requested that this plan be shared with the committee for information. Superintendent Baker explained that this was not a plan but a one-page form where principals might illustrate their own unconscious bias and through their own understanding, develop an action plan for themselves. She mentioned that she could share the framework of this exercise to strengthen committee awareness.

4.2 23 May 2019

Moved by Sue Cowin,

THAT the Advisory Committee on Equity report dated 23 May 2019 be received.

The following amendments were cited:

- On folio 12, bullet 5, the first sentence should read 'his' first high school; and
- On folio 12, bullet 8, the speaker's name is to be removed from the record.

Moved by Sue Cowin,

THAT the Advisory Committee on Equity report dated 23 May 2019 be received, as amended.

Carried

4.3 Review of Long Range Agenda

The long range agenda was provided for information.

Trustee Ellis requested the addition of the Board Improvement Plan for Student Achievement and Well-being (BIPSAW).

Diversity and Equity Coordinator Lawrence requested the addition of the Equity Measurement Reports. Superintendent Baker advised that these were specific reports tied to the previous strategic plan. For the 2019-2023 Strategic Plan, a new set of reports will be developed based on current goals. All reports with equity implications should be provided to ACE for discussion.

4.4 Motion/Action Tracking Report, Business Arising

The revised motion/action tracking report was provided for information.

5. Action/Discussion/Information Items

5.1 ACE Membership

Diversity and Equity Coordinator Lawrence assured the committee that the skills matrix of the candidates applying for membership on ACE will be circulated by email.

Committee membership determination is expected to be completed at the 23 January 2019 meeting.

6. Standing Items

6.1 Identity-based Data Collection

Superintendent Baker announced that the identity-based data collection survey "Valuing Voices – Identity Matters" will be open from 26 November to 13 December 2019. On the first day of the launch, 800 submissions were registered; however, it became evident that not all children within a family were being assisted to take the survey. The survey was then re-launched with new instructions to specifically invite parents and guardians of individual students to go through the exercise. Staff supported parents by phone to mitigate some technical difficulties. "Frequently Asked Questions" were added to the website. The District is advertising with CHIN radio, Ottawa's first multicultural radio station, to promote the completion of the student survey. The survey has been translated into six languages.

Superintendent Baker provided an update on current labour negotiations. The District is preparing for how to support students and parents in the event of the escalation of strike action. Should the teachers and education workers withdraw their services, school principals will help facilitate the completion of the surveys with the grade 7 and 8 elementary school students.

Diversity and Equity Coordinator Lawrence attended a workshop with the Ottawa Black Educators Network on 23 November 2019. The parent engagement session featured a discussion on the identity-based data collection survey. She reported that participants were impressed with the

level of detail captured in the survey. She also attended a meeting with the 613-819 Black Hub to deliver information on the survey and the community response was favourable.

Acting Chair Hayles urged the committee to engage their parent peers to respond to the survey with their elementary students. The message to the community must be that the data is important and the District is collating the data in a responsible way. Diversity and Equity Coordinator Lawrence acknowledged ACE for their strong encouragement in the identity-based data collection process and their commitment to the advisory role.

Acting Chair Hayles queried why ACE did not have an opportunity to review the questions in advance of the launch of the survey. Superintendent Baker responded that equity groups were heavily involved in the formulation of the questions through the opportunities that arose during community consultations. The final questions were not circulated to the advisory committees; however, at the 26 September 2019 ACE meeting, Executive Officer Michèle Giroux shared the types of questions with the committee during presentation of Report 19-081, providing an update on the identity-based data collection project. Superintendent Baker assured the committee that key findings will be presented to ACE for review and the presentation of data will seek to support the communities. An update on Identity-based Data Collection will be a part of the ACE long range agenda.

Mr. Doucette inquired about metrics for engagement and completion rate targets. Superintendent Baker will verify this information with the Research Evaluation and Analytics Division (READ).

6.2 Mental Health (update on motion)

Superintendent Baker advised that an update on the Mental Health Strategy will be presented to the Committee of the Whole (COW) on 21 January 2019. Trustee Ellis suggested that the ACE representative on COW be present at this meeting to speak to follow-up on the Committee of the Whole motion of 16 April 2018, regarding the evaluation of barriers to access mental health services and how the intent of the ACE recommendation is reflected in the current strategic plan. Acting Chair Hayles confirmed that both she and Mr. Brown are the interim representatives at COW. Superintendent Baker added that in the 26 September 2019 ACE meeting, the input ACE provided into the Draft Mental Health Strategy was incorporated into the final document.

7. Department Update

Superintendent Baker provided the following updates:

- The Ontario Secondary School Teachers' Federation (OSSTF) will be conducting a one-day walk out on 4 December 2019;
- The recruitment of two superintendents was successful and the names of those individuals will be announced on the District website;
- The selection process for school principals/vice-principals is complete; and
- The Rainbow Youth Forum, a student-led event, was celebrated on 14 November 2019. The annual event was replete with inspiring conversations.

Mr. Doucette commented that the reporting function on an event like the Rainbow Youth Forum is important, to ensure public awareness of the success of this representational event. He appreciated hearing Superintendent Baker's overview of the day. Superintendent Baker noted that a more fulsome written report is provided in the Diversity and Equity Measurement Report at the end of the school year.

Acting Chair Hayles shared that in the past student voices of the Indigenous, Black, and LGBTQ2SI have been invited to attend ACE and provide the committee with their perspectives on educational issues. She hopes that with the new ACE membership, this trend will continue.

8. Committee Reports

8.1 Committee of the Whole

Mr. Brown provided information on the following recommendations from the Committee of the Whole meeting of 19 November 2019:

- Committee of the Whole recommended that staff commence activities with a view to phase out the High Performance Athlete Program (HPA) at John McCrae Secondary School. Supplemental information was provided by staff in Memo 19-133, Status of the HPA Program. ACE recommended that this item remain on the ACE long range agenda as there will be community consultation on the matter; and
- A motion to reduce the number of monitoring reports on the amalgamation of Rideau High School and Gloucester High School was defeated. Supplemental information was provided by staff in Memo 19-125, Additional Information Regarding Transition Monitoring of the Gloucester-Rideau Amalgamation. ACE requested additional information on how this change has affected students and requested that this subject be added to the long range agenda.

9. New Business

Trustee Campbell extended an invitation from the Advisory Committee for Extended Day and Child Care Programs to have a voting representative from ACE join the Committee. Other voting representatives include five parents at-

large, one member from the Parent Involvement Committee (PIC), one member from the Ottawa-Carleton Assembly of Schools (OCASC), and one member from the Special Education Advisory Committee (SEAC). Trustees and staff are non-voting members. Parents and members of the community discuss matters associated with before and after school child care for children, and the Infant/Toddler Program (ITP). The nature of the discussions provides an opportunity for an equity lens, for example, access to the program and cost impacts for parents. He added that approximately 6,000 students are enrolled in the programs which are integrated with the regular school day.

Trustee Ellis noted that four schools in Zone 6 are on the RAISE index and do not have an extended day program. Some of these schools depend on the Boys and Girls Club to help provide after school care. The District cannot offer subsidies. He noted the importance of a representative from ACE to be a part of the discussions, on both Extended Day and Child Care Programs.

Ms. Rice announced the success of The Quest Indigenous Education and Equity conference held 20-22 November 2019 in Richmond Hill, Ontario.

Ms. Alorut announced Tungasuvvingat Inuit is hosting their Annual Christmas Gathering on 8 December at the Lansdowne Park Horticultural Building.

Trustee Scott thanked everyone around the table for their participation.

10. Adjournment

The meeting adjourned at 8:20 p.m.

Elaine Hayles, Acting Chair, Advisory Committee on Equity