



**Equity and Inclusive Education Advisory
Committee Meeting
MINUTES
Wednesday, October 7, 2020
9:00 a.m. – 11:00 a.m.
Via Microsoft Teams**

Chair: Michelle Probizanski, Superintendent of Education

Members: Mahejabeen Ebrahim, Human Rights and Equity Advisor
Leslie Hynnes, Principal
Dinah Jung, Teacher and ETFO Representative
Carlos Santander-Maturana, OSSTF and SSP Representative
Helen Valnycki, Manager, Human Resources
Megan Tiernan, Mental Health Lead
Ellen Chambers, Trustee
Keira Essex, Indigenous Student Trustee
Ashley Nurmela, FNMI Community Liaison Officer
Anika Guthrie, FNMI Resource Teacher
Nicholas Sacevich, Student Success Lead
Serena Essex, AEAC Representative
Julie Morin, PIC Representative
Mike Otway, SEAC Representative

Members Absent: Kathleen Mercier, Teacher and ETFO Representative
Ryan Sitch, Trustee (Alternate)
Simran Talpade, Student Trustee
Mallory MacDonald, GSA Student Representative

1. Welcome and Introductions

Superintendent Probizanski welcomed everyone and had everyone introduce themselves. Trustee Chambers recited the Land Acknowledgement.

2. 2.1 Approval of Agenda – October 7, 2020

Moved by Dinah Jung and seconded by Carlos Santander-Maturana.

2.2 Approval of Minutes – June 24, 2020

Moved by Carlos Santander-Maturana and seconded by Leslie Hynnes.

3. Business Arising from Minutes

Trustee Chambers inquired if the Cultural Safety Strategy was discussed at the Welcome Back session in August. The strategy will be discussed with administration at the next PD session.

Superintendent Probizanski informed the committee that the Bullying Intervention has gone to principals and they will be formatted to each school.

Trustee Chambers inquired if there has been human trafficking awareness training offered to administration. Superintendent Probizanski informed the committee that there will be an online training session offered to administration in the near future.

4. Correspondence

No correspondence to share with the committee at this time.

5. New Business

5.1 Introduction of new GSA student Member

Superintendent Probizanski and Carlos Santander-Maturana informed the committee of the new Gender and Sexuality Alliance (GSA) member from Westgate Collegiate and Vocational Institute will be Mallory MacDonald.

5.2 RMYC – Students Working Group Meeting Recommendations

Superintendent Probizanski reviewed the eight suggestions and asked for input from members to acknowledge schools that have implemented the recommendations. Carlos Santander-Maturana informed the committee that Westgate Collegiate and Vocational Institute would try and reopen their Anonymous Rainbow Box. Indigenous Student Trustee Essex will follow-up with Hammar skjold High School and Superior Collegiate and Vocational Institute to see if they have boxes available to students.

Superintendent Probizanski informed the committee that every school offers safe spaces/groups, designated staff member and/or student representatives, and all-gender bathrooms with locks.

Mahejabeen Ebrahim, Human Rights and Equity Advisor, informed the committee that there would be several options for gender identification at registration.

Carlos Santander-Maturana reported that Westgate CVI's GSA have had presentations from trans-people and two-spirit Indigenous elders to raise awareness. He mentioned that it is very hard to have training sessions due to COVID-19.

Leslie Hynnes mentioned to the group that guest speakers could be invited to present through Microsoft Teams at this time.

Trustee Chambers mentioned that she would like to see training/retraining offered to staff. It has been at least eight years since the last staff sessions.

Carlos Santander-Maturana mentioned that secondary schools have peer mediation programs to assist as a discipline strategy. Mahejabeen Ebrahim, Human Rights and Equity Advisor, suggested that system wide training be offered regarding this strategy. Serena Essex also suggested that restorative justice training also be offered and a campaign to showcase this strategy featuring principals would be a positive move.

Trustee Chambers suggested that a letter be prepared and sent to the Regional Multicultural Youth Council to let them know that their letter was presented to the committee and reviewed/discussed by the committee. Michelle Tavares will prepare and send the letter.

5.3 1020 Equity and Inclusive Education Policy/Procedures Review

Superintendent Probizanski introduces Mahejabeen Ebrahim, Human Rights and Equity Advisor, to review the 1020 Equity and Inclusive Education policy/procedures with the committee. Mahejabeen informed the committee that there would not be significant changes to the policy/procedures. She mentioned that there would be language updates stemming from legislation, law and human rights protection. The changes would also be accommodating to students that are identifying at transgender.

6. Updates

6.1 Safe Schools

Superintendent Probizanski reported to the committee that there was a recent Safe Schools Committee meeting held. At the meeting, internal fob usage was discussed and will be expanding this year. Westgate CVI successfully piloted the internal usage of fobs. Cameras are now at most elementary schools to allow entry into the school. Superintendent Probizanski also informed the committee that the Safe School binders are now all inclusively updated and have been distributed to every school in the system.

6.2 Keeping Kids in School Project

Mahejabeen Ebrahim, Human Rights and Equity Advisor, reported to the committee that this is a three-year project that began with Superintendent Kappel. The project reviewed the impact on students that suspensions and expulsions have. The first year was understanding the practices, the second year was COVID-19 and this third year will allow the practices to be tailored. Proactive strategies are encouraged to reduce student suspension/expulsions from school. Staff have been previously trained in restorative practice which has proven to be an effective community building strategy which helps in the prevention of suspensions. It is hoped that this can be one of the strategies we continue to use in this project.

Megan Tiernan, Mental Health Lead, informed the committee that Nikki Williams, Child and Youth Worker, Children Centre Thunder Bay, was hired to support at-risk students from JK to Grade 3.

Trustee Chambers mentioned that parents need to be aware that students really need to attend every day.

Superintendent Probizanski spoke to the group briefly about the NOEL project with the eight Northwestern Ontario school boards that are using Stan Baker's strategy of restorative practice.

Mike Otway mentioned that some students may not be attending at this current time due to the lack of access to technology and internet capabilities.

6.3 Student Census Pilot

Mahejabeen Ebrahim, Human Rights and Equity Advisor, presented a PowerPoint presentation to the committee on the student census that will be conducted this year at Woodcrest Public School and Superior Collegiate and Vocational Institute. The census is taking in account the students' voice and identity. The census has three objectives; to promote equity, student achievement and well-being.

6.4 COVID-19 Update

Superintendent Probizanski spoke briefly about the case of COVID-19 that was identified at École Gron Morgan Public School. All students and staff that were suspected to be in contact with the student have all tested negative for COVID-19 and that this situation has been resolved.

Due to this case, changes were made to school staff's PPE; visors or goggles were to be worn by all staff when in contact with students.

In secondary, one cohort per week is being offered.

Some First Nation students have chosen to remain in their communities (Whitesand/Gull Bay). Technology or paper packages have been provided to students to continue with their education.

Superintendent Probizanski informed the group that the Ministry has provided extra funding to offer the two modes of delivery, but it is not enough money to provide for all courses and teachers needed.

6.5 Special Education Update

Superintendent Probizanski updated the group that the special need classes are being held all day at secondary. Students do not leave the school at noon but remain for the full day.

7. Information and Inquiries

None at this time.

8. Next Meeting: Wednesday, February 3, 2021

9. Adjournment

Nick Sacevich moved to adjourn the meeting.