



**Equity and Inclusive Education Advisory  
Committee Meeting  
MINUTES  
Wednesday, February 3, 2021  
9:00 a.m. – 11:00 a.m.  
Via Microsoft Teams**

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**Chair:** Michelle Probizanski, Superintendent of Education

**Members:** Ellen Chambers, Trustee  
Mahejabeen Ebrahim, Human Rights and Equity Advisor  
Keira Essex, Indigenous Student Trustee  
Serena Essex, AEAC Representative  
Anika Guthrie, FNMI Resource Teacher  
Leslie Hynnes, Principal  
Dinah Jung, Teacher and ETFO Representative  
Mallory MacDonald, GSA Student Representative  
Julie Morin, PIC Representative  
Ashley Nurmela, FNMI Community Liaison Officer  
Mike Otway, SEAC Representative  
Nicholas Sacevich, Student Success Lead  
Carlos Santander-Maturana, OSSTF and SSP Representative  
Michelle Tavares, Executive Secretary

**Members Absent:** Sue Doughty-Smith, Trustee (Alternate)  
Kathleen Mercier, Teacher and ETFO Representative  
Simran Talpade, Student Trustee  
Megan Tiernan, Mental Health Lead  
Helen Valnycki, Manager, Human Resources

1. Welcome and Introductions

Superintendent Probizanski welcomed everyone, read the Land Acknowledgement and introduced Mallory MacDonald, GSA Student Representative, as a new member to the Equity and Inclusive Education Advisory Committee.

2. Approval of Agenda and Minutes

2.1 Approval of Agenda – February 3, 2021

Moved by Dinah Jung and seconded by Mike Otway.

2.2 Approval of Minutes – October 7, 2020

Moved by Julie Morin and seconded by Nick Sacevich.

3. Business Arising from Minutes

No business arising from minutes.

4. Correspondence

No correspondence to share with the committee at this time.

5. New Business

5.1 Destreamed Secondary Course Information

Superintendent Probizanski announced to the committee that de-streamed math would be offered to Grade 9 secondary students starting next school year. De-streamed math eliminates advanced and applied levels as choices for Grade 9 math. All students take this math other than those who are in locally developed or pre IB or pre AP.

Nick Sacevich, Student Success Lead, added that parents need to be aware and understand this new form of course that is going to be offered. He also mentioned that the Ministry may be looking at de-streaming other Grade 9 compulsory courses.

Superintendent Probizanski announced that Grade 11 students did not take the usual ENG3U (University level English) but were able to take NBE3U (Understanding Contemporary First Nations, Métis and Inuit Voices). All students in Grade 11 University level were able to take this new course. The course had the integration of Indigenous authors, literature and understanding of rights and responsibilities weaved throughout. This course will be offered again next year. Anika Guthrie, FNMI Education Coordinator, added that the building blocks prior to that course, such as history, were being reviewed so that students were not having to learn English materials and history materials all in one course.

5.2 Professional Learning Plan

Superintendent Probizanski informed the committee that this was a huge policy/procedures review year with the completion of 7030 Human Rights and Workplace Harassment, 1020 Equity and Inclusive Education, 8075 Service Animals in Schools and 8073 Dress Code policies. Superintendent Probizanski added that action plans were being created so that staff were aware of the changes to policies.

Mahejabeen Ebrahim, Human Rights and Equity Advisor, spoke regarding the professional learning plan that will meet the Board's commitment to human rights and equity. She explained that professional learning on human rights related topics will be provided in a planned way over the next few years. The Board wants to make sure that we are enabling the necessary support for the implementation of policies that affect the day to day lives for staff and students.

Superintendent Probizanski announced that with the revocation of Reg. 274, a new PPM that would lead to a new Hiring Policy for teachers would be upcoming. She mentioned that principals have been trained on the interim practice. There will be an upcoming session on implementing the Human Rights and Workplace Harassment Policy for all administrators who will then roll out the training to all Board staff through train the trainer model. Sessions will be offered will include topics such as anti-oppression, LGBTQ+ rights and our responsibilities. Sessions will be conducted virtually.

Trustee Chambers inquired whether someone from outside the Board would be training for the anti-oppression and LGBTQ+. Superintendent Probizanski informed the committee that Mahejabeen Ebrahim, Human Rights and Equity Advisor, has an extensive training background in developing and delivering professional learning. Also, other individuals will be brought in to support this work. Trustee Chambers suggested that someone from the LGBTQ+ community be invited to participate as well.

5.3 Review Role of Committee Members – Share Information about Equity Climate (All)

Mahejabeen Ebrahim, Human Rights and Equity Advisor, will be incorporating this topic in the Brave Conversations: The Single Story Effect training session at the end of the meeting.

5.4 Advancing Human Rights and Equity at LDSB (Holy Days and Days of Significance Listings for 2021)

Mahejabeen Ebrahim, Human Rights and Equity Advisor, informed the group that lists of the 2021 Holy Days and Days of Significance were available on the Board's website. She thanked Michelle Tavares for her excellent work in this regard, welcomed input and informed the committee that definition lists for the Holy Days and Days of Significance were currently being worked on and would be posted once completed.

5.5 Policy Review – 8072 Sexual Orientation & Gender Identity

Superintendent Probizanski informed the committee that the Policy Review - 8072 Sexual Orientation & Gender Identity would be sent out on February 10, 2021 to constituents for input and would be presented to the Board on April 13, 2021.

The committee suggested that Thunder Pride, Pride Central, Elevate, the secondary schools' GSA committees and the National Indigenous Peoples Day Committee be added to the constituent list for the review of this policy/procedures.

Members of the committee also inquired if there would be recognition of two-spirited persons in the updated policy.

## 6. Updates

### 6.1 RMYC – Students Working Group Meeting Recommendations – Follow Up

Indigenous Student Trustee Essex joined the meeting at 10:30 a.m. and was able to update the committee on the RMYC – Students Working Group Meeting Recommendations – Follow Up. Indigenous Student Trustee Essex updated the committee on the medicine tables that will be available to students in each of our secondary schools Indigenous Success rooms. Hammarskjold High School is building a brand-new table in their Green's Technology class.

### 6.2 Policy Review – 1020 Equity and Inclusive Education – Update

Superintendent Probizanski informed the committee that the 1020 Equity and Inclusive Education Policy and Procedures were updated and passed by the Board. The Board is implementing an action plan that will consider all the learning and development that needs to happen.

### 6.3 Keeping Kids in School Project

Mahejabeen Ebrahim, Human Rights and Equity Advisor, gave the committee an update on the Keeping Kids in School Project. It is a three-year project that is funded by the Ministry. The original action plan was created in collaboration with the leadership at Westgate CVI. The Board has asked the Ministry for reconsideration on how we can re-think the implementation of the model and continue with the Keeping Kids in School project in the current constraints. Always embedded in the action plan was the notion of bringing to the forefront restorative justice practices for the two purposes of community building that is aligned with Indigenous knowledge and Indigenous ways of being, and remedy and redress for situations that arise in a way that is supportive, respectful and brings students back into the community. We are waiting to hear back from the Ministry.

Superintendent Probizanski shared with the committee that during the pandemic the Board is continuing to try and stay on track with all of our initiatives and what is happening in our schools and keep them safe and welcoming places for students to be able to learn.

### 6.4 COVID-19 Update

Superintendent Probizanski updated the committee that students in remote communities are receiving their instruction and are being provided with support. The Board has hired Winonah Thompson as support to the Lakehead Virtual Elementary School (LVES) and its families. Darian Baskatawang has also been hired to assist students in the classroom in Whitesand First Nation. Jennifer Johnson, SSP at Hammarskjold High School, is heading to Fort Hope First Nation this week to support their students.

Superintendent Probizanski informed the committee about the project headed by David Pineau, Athletic Director, called the Red Shirt Effect. The Red Shirt Effect is a virtual sports platform geared to provide secondary students with a connection to coaches and fitness experts to enhance their athletic skill, training ability, and nutrition. This project allows students to get fit and support good mental health. Secondary school students will have access to on-demand training sessions with coaches on Instagram Live and Facebook Live.

Superintendent Probizanski announced that Autism AQ courses will be offered for free to staff that are interested in registering for them due to extra monies available in Special Education.

Julie Morin informed the group of her concerns about food insecurities during COVID-19. Superintendent Probizanski informed the committee that Roots to Harvest has partnered with the Board and the Thunder Bay District Catholic School Board to deliver food bags to virtual learning families on Thursday afternoons at four locations in the city.

KZ Lodge presentation was requested by the committee at the next meeting. Superintendent Probizanski will extend an invitation.

An additional attendance counsellor was hired by the Board.

Superintendent Probizanski informed the committee that there were no outbreaks affecting our elementary and secondary schools.

## 7. Information and Inquiries

### 7.1 Brave Conversations: The Single Story Effect Training Session

Mahejabeen Ebrahim, Human Rights and Equity Advisor, lead the committee in a session entitled, Brave Conversations: The Single Story Effect. The committee participated in an interactive session that included viewing a Ted Talk entitled 'The Danger of a Single Story' featuring Chimamanda Ngozi Adichie. Committee members appreciated the opportunity to participate in a discussion about stereotypes, prejudices, and discrimination, and how to disrupt them.

### 7.2 Trustee Chambers inquired if the Board would possibly be developing an anti-racism policy. Superintendent Probizanski recommended that this request be discussed at the next meeting.

### 7.3 Superintendent Probizanski suggested to the committee to read the Hamilton-Wentworth Anti-Bullying Advisory Committee recommendations.

## 8. Next Meeting – Wednesday, June 16, 2021

## 9. Adjournment

Trustee Chambers moved to adjourn the meeting.