



REPORT NO. 3, ADVISORY COMMITTEE ON EQUITY

DATE: 29 March 2018

A meeting of the Advisory Committee on Equity was held this evening commencing at 6:05 p.m. in the Mezzanine, 133 Greenbank Road, Ottawa, with Jacqueline Lawrence in the Chair and the following also in attendance:

- MEMBERS:** Elaine Hayles, Community Representative
Chukwuemeka Ndukwe, Community Representative
Bob Dawson, Diversity Consultant
- TRUSTEES:** Erica Braunovan
- OTHER TRUSTEES:** Anita Olsen Harper, Chris Ellis
- GUESTS:** Tim Stanley, University of Ottawa
Nimao Ali, EISC of Ontario
Lisa Montroy, Family Services Ottawa
Stacey-Ann Morris, YLACC Young Leaders Advisory Council
Leslie Giddings, Spiritual Care in Secondary Schools
- STAFF:** Dorothy Baker, Superintendent of Curriculum Services
Kevin Gardner, Manager of Financial Services
Sherwyn Soloman, Principal – York Street Public School
Nancy Henry, OCDSB
Ken Mak, OCDSB
Jimmy Pai, OCDSB
David Sutton, OCDSB
Nicole Guthrie, Board/Committee Coordinator

1. Call to Order

Chair Lawrence called the meeting to order at 6:14 p.m.

2. Approval of Agenda

**Moved by Elaine Hayles,
THAT the agenda be approved.**

- CARRIED -

3. Review of Advisory Committee on Equity Reports

a. Report 2, 26 February 2018

Moved by Elaine Hayles,
THAT Advisory Committee on Equity Report 2, dated 26 February 2018, be received.

The committee requested that Awad Ibrahim be added to the attendance.

**Moved by Elaine Hayles,
THAT Advisory Committee on Equity Report 2, dated 26
February 2018, be received, as amended.**

- CARRIED -

4. 2018-2019 Budget Overview

During discussion, and in response to questions, the following points were noted:

- Manager Gardner noted the District is currently in the middle of the budget process with upcoming meetings on 24 April, 14 May and 20 May to discuss and finalize the 2018-2019 school year budget;
- The District's budget is approximately \$950 million, the majority of that amount is spent directly on staff;
- The revised estimates show the District had a considerable increase in both revenues and expenses in the 2017-2018 school year owing to an increase in enrolment;
- The District has an accumulated surplus which may be used to offset unforeseen expenses;
- The province announced positive increases to the GSNs which will provide increased support to special education, diversity in English language learners (DELL), mental health, and transportation;
- The Learning Opportunities Grant (LOG) which provides funding for a range of programs to help students who are at greater risk of not achieving academic success will also be increased;
- New provincial funding will enable 15.0 FTE additional guidance teachers to provide support to grade 7 and 8 students;

- The local priorities funding (LPF) will continue for the 2018-2019 school year. LPF has enabled an overall increase of educational assistants, professional student service support and educational support staff;
- The District received additional capital funding totaling close to \$87 million to improve school buildings. Staff will be working towards completion within the limited timeframe over the summer months;
- Negative effects on the 2018-2019 budget include inflationary pressures, the new minimum wage, staff replacement costs and kindergarten class size reductions;
- The academic staffing budget received approval on 24 March 2018 and determined the complement of teaching staff for the 2018-2019 school year based on student-teacher ratios and legislated class sizes;
- The final budget must be approved by the end of June 2018 and the District is required to have a balanced budget;
- The budget starting point is conservative with a \$5 million starting point to address needs to support student outcome;
- In response to a query from Ms. Hayles, Manager Gardner noted that will determine whether additional funding is required to implement the collection of racialized data and report back to the committee;
- In response to a query from Trustee Ellis regarding the Learning Opportunities Grant (LOG) to address equity and FNMI, Superintendent Baker advised that the level of support for indigenous education and equity will remain the same for the 2018-2019 school year. There is additional funding from the Ministry, separate from the LOG, which is targeted to a specific plan and requires reporting back to the Ministry;
- Trustee Ellis expressed the view that it ACE should have a better understanding of both the LOG and the ESL funding. He noted that ACE may wish to formulate a position with the province if it is felt the funding is too constraining;
- Superintendent Baker advised that a memorandum regarding funding for Indigenous education can be shared with committee;
- Mr. Gardner indicated that a one page memorandum could be prepared to highlight equity related program areas;
- Committee members requested that the memorandum also clarify the roles and responsibilities of the equity-related staff;
- Mr. Stanley expressed the view that the annual budget report for ACE should contain details on the breakdown of equity-based expenses e.g. indigenous;
- Trustees make decisions regarding academic staffing;
- The current complement of staff devoted to equity include a system principal, an instructional coach, Diversity Coordinator Lawrence and Superintendent Baker;
- The current complement of staff devoted to Indigenous education include a system principal, an instructional coach and Superintendent Baker;
- Through the local priorities funding the District was able to add 3.0 FTE English as a Second Language (ESL) itinerant teachers and 1.0 FTE Indigenous itinerant teacher;

- ACE can delegate at upcoming budget meetings;
- The opportunity to provide comment on academic staffing has passed but staff may still be added as budget deliberations continue;
- In response to a query from Ms. Morris regarding equity, student success and the new guidance support, Manager Gardner noted that currently the equivalent of 3.0 FTEs provide support to grades 7 and 8 students across the District. The GSNs for 2018-2019 will ensure that an additional 15.0 FTEs are provide enhanced services to the students;
- Ms. Hayles expressed the view that certain communities do not trust guidance support and that any new staff must be trained and aware of equity issues;
- Trustee Olsen Harper noted that half of the funding for Indigenous students is applied to staff and resources to assist students in achieving the goals as identified in the Board action plan;
- Mr. Gardner noted that funding is distributed equitably across all schools based on enrolment. Certain schools receive enhanced funding due to socio-economic circumstances or geographic location in rural areas. Inequity can occur internally as parent councils differ in their ability to generate additional funds;
- Superintendent Baker noted that the requirements of collective agreements with the teachers unions determine academic staffing. Seniority is also a factor in hiring. She recognized the need to continue the work on equitable hiring practices to ensure that staff are representative of the communities that they serve;
- Mr. Solomon queried how the 18.0 FTEs will be deployed effectively over 100 sites. He noted that generally the students who attend school regularly do well. He expressed concern for those who do not and wished to see some creativity and flexibility to re-engage marginalized students and bring them back to school. He suggested home visits for students in RAISE schools; and
- Ms. Hayles requested that the committee further discuss the additional guidance support at the 26 April 2018 meeting.

5. Policy P.008.GOV Advisory Committee on Equity

Your Committee had before it Policy P.008.GOV Advisory Committee on Equity.

During discussion, and in response to questions, the following points were noted:

- A revised version of Policy P.008.GOV Advisory Committee on Equity will be presented to the Committee of the Whole on 3 April 2018. The policy does not reference the instructional coaches within the membership complement. Section 4.4 allows for the inclusion of the instructional coaches but does not specifically mandate their attendance;
- The role of voting and non-voting members was clarified;
- Guests may attend the meeting and speak, to continue to foster the inclusive nature of the committee, but they cannot vote;

- Non-voting members are appointed, this mechanism ensures a set term limit;
- Administrative support will continue to be provided to the committee;
- Trustees Ellis and Braunovan noted that the Board does not receive the minutes of ACE or those of the other advisory committees. Advisory committees provide the Board with an annual report. They expressed the view that the work of the advisory committees should be received at more than just one meeting per year as the current practice dictates;
- In response to a query from Mr. Sutton, Trustee Braunovan noted that trustees could be better informed on equity issues through the regular receipt of the minutes;
- Additional changes to the ACE policy must now be put on the floor and voted upon by the trustees; and
- Trustees Ellis and Olsen Harper noted that other committees have representatives at Committee of the Whole and Committee of the Whole Budget that can speak to and query any of the items on the agenda on behalf of its membership.

6. Cultural Relevant and Responsive Pedagogy Team

During discussion and in response to questions the following points were noted:

- The District has been working on implementing the updated Equity Action Plan since October 2017;
- The District is currently working with staff at Sir Wilfred Laurier Secondary School and Colonel By Secondary School to train, prepare and engage staff to expand consciousness on equity and diversity. These schools were selected based on their diverse demographics;
- Staff are learning about evaluating classroom practices as well as school practices through a diversity, equity and inclusion lens;
- Diversity Coordinator Lawrence has been involved with the READ team to develop and prepare staff for the collection of identity-based student data;
- Ms. Hayles noted that the City of Ottawa has created their own Equity Action Plan and queried whether the District will do the same. Diversity Coordinator Lawrence indicated that the District will be developing their own plan;
- Diversity Coordinator Lawrence noted that community resources will be utilized in the creation of the plan and that more information will be provided to the committee and local associations in the coming months;
- Ms. Hayles remarked that the consultation on the plan will be important. She expressed the view that the committee and the community require time to thoroughly review it prior to its implementation. She noted that the work is important and will require considerable engagement from staff, students and communities;
- The Ottawa Catholic Board and the District have been selected as vanguard boards and their work will be detailed in a report; and
- Principal Solomon expressed his appreciation for the work of the District on the equity action plan. He remarked that in the past, ACE held an open house at Sir Guy Carleton High School where community members were invited to

provide input and have a conversation. He expressed the view that this approach would be helpful to ensure communities know about the work and the action plan. Diversity Coordinator Lawrence indicated that ACE will play a role in the community engagement element of the consultation.

7. Indigenous Youth Summit

During discussion and in response to questions the following points were noted:

- The Indigenous Youth Summit, held on 23 March 2018, was a success. The event was well organized and specifically targeted to youth;
- Students were able to attend breakout sessions offered by various Indigenous community partners and participated in sharing circles where they discussed their needs in the classrooms and schools;
- Students from schools across the District participated in the one-day event where they had the opportunity to listen to keynote speaker, Cody Coyote. Cody Coyote also performed for the students;
- Breakout sessions as well as a video box provided the students with many opportunities to share their experiences and for the District to capture student voice;
- The ideas and thought of the students will help inform the board's action plan; and
- Committee members requested that the student's recommendations regarding the needs of Indigenous youth be shared at an upcoming meeting.

8. Black Youth Conference

During discussion and in response to questions the following points were noted:

- The conference originated when black students from Hillcrest High School expressed their feelings regarding inclusion and belonging to their teachers and principal. The Hillcrest HS principal contacted other principals and brought several students together to share their lived experiences;
- A series of conversations began in December 2017 and the students have met each month since;
- The students have planned and will host a conference on 14 May 2018 entitled "A Day in the Life of a Black Student";
- Senior staff, trustees and students trustees will be invited to attend;
- Diversity Coordinator noted that conference is specifically related to the experiences of Black students;
- Trustee Ellis expressed the view that consideration be given to making the conference an annual event;
- Mr. Stanley expressed enthusiasm for the conference and suggested the information gathered from the students can provide details on the common patterns of racism in schools. He added that black students often lack welcoming spaces in their schools in which they can feel comfortable and safe;

- Ms. Hayles queried whether or not the youth would be comfortable in making a presentation to ACE; and
- Staff was uncertain if the conference would be open to the public.

9. Adjournment

The meeting adjourned at 8:26 pm.

Jackie Lawrence, Acting Chair
Advisory Committee on Equity