



Minutes

THE MINUTES OF THE FAITH AND EQUITY ADVISORY COMMITTEE MEETING held on Thursday, February 10, 2022 6:30 p.m. virtually through video-conference

PRESENT:

Trustees/Members: Kevin MacKenzie (Chairperson), Emmanuel Pinto, Siobhán Cadigan, Jennifer Angelo, Iman Deal, Kyle Deegan, Adam White, Peter Bagnall, Bart Scollard, Stephanie Dahl, Father Paul Massel, Michael Mooney, Jeff Hockett, Maria Fitzgerald, Dean Dettloff, Jessica Devlin

Guests: Mante Molepo, Matthew DeVuono

Administration: Jeannie Armstrong

Recorder: Shannon Carr

Absent/Regrets: Braden Leal, Alexa Purves, Christine Haffie, Nora Shaughnessy, Paul Ayotte, Angela Connors

A. Call to Order:

1. Welcome and Introductions

Kevin MacKenzie called the meeting to order and welcomed everyone to the meeting.

2. Territorial Recognition

Iman Deal acknowledged that the meeting, although virtual, would take place on the traditional territory of the Michi Saagiig Nishnaabeg (or the Mississauga Anishinaabe).

3. Opening Prayer

Kevin MacKenzie invited Kyle Deegan to lead with opening prayer.

4. Additions to the Agenda

None noted.

5. Approval of Agenda

MOTION Moved by Stephanie Dahl, seconded by Kyle Deegan
That the agenda be approved as presented.

Carried

6. Declarations of Conflicts of Interest

None noted.

7. Approval of the Minutes of the Meeting of Thursday, October 14, 2021

MOTION Moved by Peter Bagnall, seconded by Emmanuel Pinto
That the Minutes of the Faith and Equity Advisory Committee held on
October 14, 2021 be approved, as presented.

Carried

8. Business Arising from the Minutes

None noted.

B. Discussion/Presentations:

1. [Equity Policy](#) Review - Jeannie Armstrong & Mante Molepo

Mante Molepo provided a brief overview of the current draft policy to the committee and outlined the 8 pillars that form the policy. The Committee was asked for their feedback and an open discussion followed.

- a. It was asked that the reference to dress code on page 4 be considered to include high school uniforms. In addition, it was suggested on page, when referring to the board providing classroom resources and materials, that the policy include access to technology. That the last bullet point on page 6 referencing "Support students and employees who request to establish or participate in affinity groups, such as Black Student Associations and Muslim Student Associations" include LGBTQIA2+ students as well.
- b. The importance of the draft policy highlighting the initiatives the board is taking to better represent all communities across the board was shared.
- c. It was asked if the school climate data and demographic census data was collected on a per school basis. Data collected this past year was not collected per school, the survey was voluntary and anonymous to ensure trust building with our communities. The survey going forward will remain voluntary, but not anonymous.

Superintendent Armstrong explained that the policy is the umbrella of equity work underway at PVNCCDSB. The purpose of the policy is to provide strategic direction and ensure accountability. The board will create an administrative procedure (AP) and a three-year equity action plan, which will highlight action items linked to the policy.

2. Clarington Report - Mante Molepo

In November and December of 2021, the board conducted multiple consultations which included conversations with black students, parents of black students, administrators and education staff within the Clarington region schools.

Mante Molepo shared with the committee a brief overview of the consultation findings.

Black students, parents of black students, educators and administrators found:

- Black students are more harshly disciplined compared to white students;
- When parents and/or students file a complaint with the school about anti-black racism, parents/students felt the school did not respond to their issue or take the concerns seriously;
- There is not enough representation of black or Indigenous staff throughout the board; and
- It was felt that there was not a meaningful representation of black or Indigenous people throughout the curriculum.

Some of the suggestions given from participants on how to develop partnerships with Black families are as follows:

- Strengthening leadership and accountability;
- Having an effective & transparent complaint process;
- Having representation throughout the board;
- Having representation on committees; and
- Revising curriculum to reflect Black and Indigenous voices.

Superintendent Armstrong advised the Committee that the Equity Steering Committee had the opportunity to review the draft report in December and the report findings are being addressed in the equity policy and subsequent training. Consultations will continue throughout the board.

3. Development & Peace (D&P) Schools Program - Dean Dettloff

The program provides opportunities for students and educators to get involved in social justice and equity work within their communities.

The D & P Schools program is through a badge system. Students can earn badges by completing social justice challenges, such as promoting Catholic social teaching in schools, planting a tree and THINKfast.

If students and teachers are interested in having D & P in their schools, they can contact Dean Dettloff. More information about the program can be found in the [slidedeck](#), or on their website: <https://www.devp.org/en/youth/>

4. [ELL/ELD](#) - Adam White - Learning Consultant, ELL/ELD

Adam White presented to the committee an update about the new electronic Step To English Proficiency (STEP) tool and outlined the 6 different levels which educators use to grade English Literacy Development (ELD) students and English Language Learner (ELL) students.

Adam presented to the committee the 2022 ELL/ELD Protocol Procedure Guide for K-12 which was developed in accordance with [English Language Learners- ESL and ELD Programs and Services, Policies and Procedures for Ontario Elementary and Secondary Schools, Kindergarten to Grade 12, 2007](#).

The policy requirements for the guide were outlined, including: having procedures with welcoming ELL students, initial assessments (STEP), transition planning from elementary to secondary school, programming in the classroom for ELL students and ongoing assessment with reporting to parents.

The work PVNCCDSB has done to enhance how the board supports ELL students was outlined. PVNCCDSB created a diagram, which ensures we are connecting with the three strategic priorities: “Being Creative”, which talks about growth, “Being Community”, which speaks to our partnerships with the New Canadians Centre and “Being Well”, which is about identity, student voice and personal experience. The diagram guides how staff teach in the classroom.

Feedback and an open discussion from the committee followed as noted below:

- i. It was asked if this resource would be added to the equity policy, the committee was advised that this is a piece of the umbrella that was referenced earlier. The guide is considered one of the action pieces and will be shared with staff in April and support future training.
- ii. The committee asked if there is any data in terms of the level of demand for this kind of support in the future? At this time, the team is able to meet the needs of ELL students.
- iii. Appreciation was expressed by the committee for the work being done. It was asked if all families are able to access resources urban and rural. All families that go to PVNC schools can access the New Canadians Centre and the resources they provide. However, one thing that limits newcomers is transportation, which is easier for urban students to access, than rural.

Adam White spoke to the work he is doing with the Ministry Council of Ontario Directors Education (CODE) project, which supports ELL students. It was explained that CODE has provided funding to build capacity in teachers, adapting to meet a variety of student needs and working with Principals who have ELL students attending their schools. A book study, which will highlight best practices and how to support student needs through effective programming is forthcoming for staff.

5. [Synodal Discussions During Lent](#) - Peter Bagnall - Learning Consultant, Religious Education & Family Life

The Synod is taking place over a three-year period including three phases. The three phases include; Diocesan Phase (October 2021 - April 2022), Continental Phase (September 2022 - March 2023) and Universal Phase (October 2023).

Peter Bagnall presented an update on how PVNCCDSB is modeling their own Synodal practices. The first phase is School Dialogue (Lent 2022), where secondary schools will participate in discussion groups on current issues/challenges. The second phase is Faith Day (April 8, 2022), Bishop Paul-Andre Durocher will speak to staff. Lastly, the third phase is Pastoral Planning (April - June 2022). With the information gathered from these three phases, the Pastoral Planning team will identify yearly faith themes and materials that reflect faith and equity in schools. The committee was asked for any questions and/or comments.

- i. The committee asked if this would be shared with the Diocese; it will be shared at the April Diocesan Pastoral Planning Meeting.
- ii. The committee expressed what an incredible project this is and how great that it begins with student engagement and voice.

6. [National Accessibility Awareness Week](#) - Adam White - Learning Consultant

Adam White spoke on behalf of the Accessibility for All Committee. Every year National Accessibility Awareness Week is celebrated during the end of May/beginning of June. This committee brings activities into the classroom to engage students in accessibility awareness. This year the committee is focusing on social accessibility linking to PVNCs pillar “Being Community” and mental health and well-being.

This year's initiatives for students to participate include a K-12 art contest, red shirt day, and the social accessibility slideshow for K-12.

C. Information Items:

1. Secondary School Chaplaincy Update- Iman Deal

In honor of Black History Month, secondary schools have formed student lead groups where they reflect and share stories, experiences and accomplishments of Canada's black community, who have made a major contribution to Canada's culture and legacy.

During Lent, secondary schools will be working with Development and Peace in organizing a THINKfast. Proceeds from this initiative will go to support the Share Lent campaign.

Chaplains continue to invite staff and students to the Chapel for prayers and Christian Meditation. Local priests are celebrating Mass in the Chapel and staff are preparing for the Ash Wednesday Liturgy.

2. Committee Member Updates

Jennifer Angelo - The department of Mental Health and Wellbeing received approval for

their “Being Well” strategic plan. On December 8th and February 9th professional development (PD) was provided to Principals on Mental Health. The PD was on how to support their own mental health, as well as their staff. The Mental Health Team have been hosting a “Parent Cafe”, which gives parents an opportunity to talk to mental health staff about resources during school closures, personal well-being and helping their children navigate learning from home.

Jeff Hockett - Special Education has over 100 staff who are currently taking courses through Sonderly. Staff are taking courses to learn more on applied behavior analysis.

Father Paul Massel - *The Divine Dance* by Richard Rohr book study will complete this coming Tuesday (February 15), with staff and principals. PVNCCDSB Wednesday morning prayer continues to be a great success via Google Meet. Father Paul and Peter have continued to support the rosary prayer program with classrooms via zoom. Father Paul expressed how phenomenal it is to watch the rosary volunteers work with classrooms and it has been a great success.

Marie Fitzgerald - The Virtual Rosary Pilot Program has been provided to schools this past November, December and just completed the February visits. Maria echoed Father Paul’s comments that this program has been a great success, even though it is done virtually. Maria has sessions booked for March, April and May to go over the rosary with students. The Catholic Women’s League (CWL) continue to deal with the challenges of Covid-19, as they are not able to meet in person. CWL continues to hold their meetings via zoom. CWL members are continuing with “telephone trees”, which is a program where members call the elderly to provide a listening ear. Marie presented a “Welcome Program” to six different Dioceses with the goal of having younger individuals register and become a member. Marie found the presentation to be a great success and groups were highly receptive to the message.

Peter Bagnall - Equity Steering Committee has met a few times within the last few months, which included a retreat to work on terms of reference for the committee. The Committee has also worked closely with the board’s Equity Advisor, Mante Molepo, on the equity policy. The Faith and Equity Continuum is in its final stages. The purpose of the continuum is to dialogue faith and equity indicators. Peter is looking to bring this continuum to Principals for their input and start to pilot the continuum in the spring.

Jeannie Armstrong – Shifting portfolios as of February 22, 2022 and is thrilled to continue her work with Faith and Equity and is now taking on the Special Education Services including Mental Health and Well-Being portfolio.

Kevin McKenzie - as of December 1, 2021, Bradan Leal is the new Chairperson of the Board of Trustees. Kevin is now Vice-Chairperson and now sits on the Student Council Liaison Committee. He expressed his appreciation to the committee and shares his excitement for his continued involvement with the committee.

D. Next Committee Meeting:

- a. Agenda items for May 12, 2022 meeting are to be forwarded to Administrative Assistant, Vicki Blakely (vblakely@pvnccdsb.on.ca)
- a. Selection of committee member for Land Acknowledgement – Jennifer Angelo
- b. Selection of committee member for Opening Prayer – Father Paul Massel
- c. Selection of committee member for Closing Prayer – Peter Bagnall

E. Conclusion:

1. Closing Prayer

Jennifer Angelo closed with prayer.

Kevin MacKenzie thanked Jeannie Armstrong and Shannon Carr for all of their help in facilitating the meeting. Kevin wished everyone a Happy Valentine's Day.

2. Adjournment

MOTION

Moved by Stephanie Dahl, seconded by Kyle Deegan
That the Faith and Equity Advisory Committee meeting of
February 10, 2022 be adjourned at 8:37 p.m.

Carried