



# Minutes

**THE MINUTES OF THE FAITH AND EQUITY ADVISORY COMMITTEE MEETING held on Thursday, October 13, 2022 6:30 p.m. virtually and in-person at the Catholic Education Centre - Boardroom**

**PRESENT:**

Trustees/Members: Kevin MacKenzie (Chairperson), Jennifer Angelo, Kim Fletcher, Chidinma Igboarnugo, Tenesia Benjamin, Father Paul Massel, Stephanie Dahl, Jessica Devlin, Adam White, Michael Mooney, Jeff Hockett, Bart Scollard, Christine Haffie, Branden Fonovic, Angela Clarke, Julianne Charette

Guests:

Administration: Jeannie Armstrong

Recorder: Vicki Blakely

Absent/Regrets: Maria Fitzgerald, Iman Deal, Alexa Purves, Nora Shaughnessy, Dean Dettloff, Braden Leal, Siobhan Marie,

**A. Call to Order:**

1. Welcome and Introductions

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

2. Territorial Recognition

Jennifer Angelo 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 Fr. Paul Massel to lead with opening prayer.

4. Additions to the Agenda

None noted.

5. Approval of Agenda

**MOTION**

Motioned by: Mike Mooney, seconded by: Tenesia Benjamin  
That the agenda be approved, as amended.

Carried

6. Declarations of Conflicts of Interest

None noted.

7. Approval of the Minutes of the Meeting of Thursday, May 12, 2022

**MOTION** Motioned by Jennifer Angelo, seconded by Stephanie Dahl  
That the Minutes of the Faith and Equity Advisory Committee held  
on May 12, 2022 be approved, as presented.  
Carried

8. Business Arising from the Minutes

None noted.

**B. Discussion/Presentations:**

1. PVNCCDSB Pastoral Plan 2022-2025-Father Paul Massel

Faith Ambassadors along with Chaplaincy Leaders were in for Professional Development, working on implementing the pastoral plan in Schools.

The Pastoral Plan is the most expansive plan that PVNCCDSB has presented with 3 overarching goals: Invite Conversation and silence between community members; celebrate diverse charisms; and see God's presence in each other and in the witnesses found in our community. These goals work with the Strategic Plan in alignment with the Board's pillars of Being Creative (Faith), Being Well (Hope) and Being Community (Love). The Pastoral Planning Committee is working together to effectively implement the plan.

2. Staff Census Presentation - Benjamin, Tenesia - Equity, Diversity and Inclusion Advisor and Chidinma Igboanugo - Consultant for Religious Education & Equity

Previously PVNCCDSB ran a pilot student census that was not mandatory, but will be required going forward. PVNCCDSB is now moving to a Staff Census to gather information to prevent and remove barriers for staff.

Key information learned from the Student Census is being used to launch the Staff Census. Through the Staff Census we want to ensure all stakeholders that are a part of the community and all their identities are understood, remove barriers and allow access to have everyone feel like they belong, support the ensuring equity and valuing relationship pillars of the board's multi-year strategic plan.

The Committee previewed the Staff Census Launch video linked below:

<https://www.pvnccdsb.on.ca/2022-pvnc-staff-census-faq/>

The Staff Census will be launched October 24, 2022 and staff will be given 1 hour to complete the survey on that day, which will remain open until November 1. PVNCCDSB respects the privacy of our staff, data will be collected confidentially and in a secure manner.

PVNCCDSB's launch of the Staff Census will be an open and transparent process to ensure the purpose of collecting data and what will be done with it will be communicated. The Staff Census includes questions that will provide identity based data and about barriers they may have experience in the workplace. The goals of the Staff Census are to understand and support the diversity of our employees, eliminate barriers, support recruitment, promotional practices and retention, guide professional development, training and succession planning, inform system policies, procedures and programs, and strive for a workplace that reflects our student population.

The information gathered from both the Student Census and Staff Census will give PVNCCDSB the opportunity to be proactive in planning for changing demographics. Diversity is quickly growing in communities all across Ontario.

### 3. Universal Design for Learning-PVNCCDSB Project-Special Education Services Team

Special Education Services Consultant, Jeff Hockett, presented on how Universal Design for Learning (UDL) is connected to having all our students feel a sense of belonging. It's about how we can change systems and environments to ensure all children feel a sense of belonging. Universal Design for Learning figures out how to take a classroom that is designed for the "average" student and make it flexible so it fits all of our students. The question needs to be asked, are we designing for the average learner or all learners? This helps to unlock potential and engage all learners using strategies and concepts associated with UDL. If we identify the barriers (through the staff & student census') we can work to remove them. Essential for some, good for all.

The term Universal Design stemmed in spaces/physical barriers - and has expanded to learning. The Wheel of Power/Privilege (intersectionality) identifies barriers to learning. The committee also viewed the Ted Talk video by Todd Rose discussing The Myth of Average (<https://www.youtube.com/watch?v=4eBmyttcfU4>). This video highlights that accommodating the average learner doesn't support all students.

Universal Design for Learning is not giving every student the exact same thing with endless options. It is successful when it's purposeful, when students are aware of learning differences, and when students are aware of their own learning requirements and how these learning requirements may change depending on the situation or day. Universal Design for Learning is more to do with access to the items students need to be

successful, for example fidgets.

PVNCCDSB, through grant funding, has launched Universal Design for Learning Lighthouse Schools pilot project. The grant will allow for release time for school teams throughout the year in order to engage in central training and in job embedded learning resources in order to support proficiency and confidence in UDL. The grant will also support youth facilitator, Asante Haughton, and the development of PVNC specific resources to help build capacity within the board.

From discussion of the presentation the Committee asked that an update on the implementation of Universal Design for Learning at the final meeting of the year.

### **C. Information Items:**

#### 1. Committee Member Updates

Bart Scollard (OECTA) - Attending the teacher conference - getting social, culturally relevant pedagogy, microaggressions. OECTA's office construction is almost complete. The PVNCCDSB Mass of Remembrance for Deceased PVNC Community Members will take place November 17, at St. Peter-In-Chains Cathedral.

Julianne Charette - Student Allyship clubs are popping up around Peterborough schools. (St. Paul CES, St. John CES & St. Catherine CES). At St. Catherine - students from the group are eager to receive the results from the student census. Updating has taken place to make the school more welcoming.

Adam White - Multilingual learner teaching team grew by 1 member being added to the team, Sarah Hurley - Itinerant Teacher. There are approximately 190 students that are funded or in need of support or both. PVNCCDSB has 117 students - receiving a level of support, 53 of which are receiving intensive support working with the itinerant and their classroom teacher. Students are divided between the two itinerant teachers, with a large influx of students from Ukraine seen in the last 6 months due to the war. PVNCCDSB is still seeing a lot of support at the secondary level for students that arrived from Syria previously.

Angela Clarke - Itinerant Teachers (ELL) are also working inclusively with support staff and it has been well received and appreciated.

Jessica Devlin - schools have been amazing and so welcoming to the new Ukrainian students. New Canadians Centre (NCC) is delivering a session on Ukrainian culture. NCC had a welcome to school pilot project joint program from PVNCCDSB and KPRDSB - day of curriculum writing by board staff, then a 3 day pilot projection - Clarington, Northumberland & Peterborough with over 100 participants. The kids had an

amazing intro to school with great collaboration. NCC is helping to support the arrival of 33 Afghan individuals next Tuesday, including 19 children. All temporary housing is full, so they will be staying in hotels.

Jennifer Angelo - The Summer Transitions Program supported students returning from virtual school to in-person by offering them the opportunity to attend virtual sessions, with the option to attend an in-person visit at their home school. Approximately 117 attended the program. Principals and staff in the schools as well as social workers facilitated and supported the visits. The Transitions Program for students with ASD supported 100 students throughout the board.

The Mental Health Team has been working with Dr. David Tranter in regards to trauma informed responses and relationships, with a pilot project for Lighthouse Schools, using the Third Path, Dr. Tranter's book as a guide.

Michael Mooney - Reviewing Indigenous Education plans. These plans have come forward from listening to Indigenous Communities and being flexible in working with them. National Truth & Reconciliation has seen a transition away from Orange Shirt Day (solidarity) to a day more into a longer process of learning - instead of acute events. In Indigenous Education there have been many learning opportunities throughout PVNCCDSB for staff.

Jeff Hockett - Special Education Services has expanded with the addition of another consultant (now 4), Sharon Davenport. Evelyn Leslie has filled the vacancy of ASD Itinerant Teacher, and Jill Duncan joined as the Special Education Support Staff Facilitator. Special Education has been working with Learning Support Services through The Right to Read Inquiry and how that presents across PVNCCDSB, including the science of reading. Lexia, an online program that uses structured literacy and online reading is being offered. PVNCCDSB has 700 students accessing Lexia through Special Education Services.

**D. Next Committee Meeting:**

- a. Tentative Meeting Dates for 2022-2023.  
Thursday, February 9, 2023  
Thursday, May 11, 2023
- b. Agenda items for the next meeting are to be forwarded to Administrative Assistant, Vicki Blakley ([vblakley@pvnccdsb.on.ca](mailto:vblakley@pvnccdsb.on.ca))
- c. Selection of committee member for Land Acknowledgement – Michael Mooney
- d. Selection of committee members for Opening Prayer – Chidinma Igboanugo
- e. Selection of committee member for Closing Prayer – Kim Fletcher

**E. Conclusion:**

1. Closing Prayer

Jennifer Angelo closed with prayer.

Kevin MacKenzie thanked everyone for coming.

2. Adjournment

**MOTION**

Moved by Fr. Paul Massel, seconded by Bart Scollard  
That the Faith and Equity Advisory Committee meeting of October  
13, 2022 be adjourned at 8:09 p.m.

Carried