



REGULAR BOARD MEETING

TUESDAY, MAY 26, 2020
OPEN MEETING – 6:30 to 9:30 P.M.

By Google Meet: <https://meet.google.com/wdo-dhwt-oxe>
Please note: If you would like to join by phone, please contact
Michelle Kennedy by email - mkenney@pvnccdsb.on.ca
or at 1-800-461-8009 ext. 1247
Arrangements to join by phone must be made prior to
5:30 p.m. on the day of the meeting

Chairperson: Michelle Griepsma

Vice-Chairperson: David Bernier

**Trustees who are unable to attend the meeting are asked to
please notify Michelle Kennedy (mkenney@pvnccdsb.on.ca).**

A. Call to Order of the Open Meeting – 6:30 P.M.:

1. Examen.
2. Opening Prayer.
3. Land Acknowledgement.
4. Singing of the National Anthem.
5. Approval of the Agenda.
6. Declarations of Conflicts of Interest.
7. Approval of the Minutes of the April 28, 2020 Regular Meeting. **Page 5**
8. Business Arising Out of the Minutes.

B. Reports from the Office of the Director and Student Trustees:

1. Report from the Director of Education, Michael Nasello.
2. Introduction of Eli McColl, 2020-2021 Junior Student Trustee.
3. Report from the Student Trustees, Eveline Fisher and Josh Hill.

4. Report from the Manager of Communications, Galen Eagle.

C. Presentations:

1. COVID-19 School Closure Update.
Michael Nasello, Director of Education.

D. Programs and Services:

E. Business, Finance and Governance:

1. Ontario Catholic School Trustees' Association (OCSTA) Open Session Report.
Michelle Griepsma, Board Chairperson.

F. Human Resources:

G. Policy Development:

1. R.A. Recommended Actions from the Policy Development Committee, May 13, 2020.
Emmanuel Pinto, Policy Development Committee Chairperson.

R.A. - Page 15 Report - Page 16

H. Old Business:

I. New Business:

1. Institute for Catholic Education Memo, 'Affirming our Commitment to Equity, Diversity and Inclusive School Communities'.
Michael Nasello, Director of Education.

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J. Bring Forward:

K. Information Items:

1. Chairperson's Report.
Michelle Griepsma, Board Chairperson.
2. Committee Chairpersons' Reports.
 - a. Faith and Equity Advisory Committee, April 30, 2020.
 - b. Accessibility for All Committee, May 7, 2020.
 - c. Special Education Advisory Committee, May 21, 2020.

3. Correspondence - Thank you letter from Ross Memorial Hospital, Lindsay.

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L. Future Meetings and Events:

1. Board Meeting:
 - a. Board Meeting Open Session, June 23, 2020, 6:30 p.m.
(In-camera Session, 6:00 p.m.)
2. Board Standing Committee Meetings: (Listed in chronological order.)
 - a. Chairperson's Committee, June 8, 2020, 4:30 p.m.
 - b. Committee-of-the-Whole, June 8, 2020, 6:30 p.m.
 - c. Policy Development Committee, September 29, 2020, 6:30 p.m.
3. Other Committee Meetings: (Listed in chronological order.)
 - a. Catholic Parent Engagement Committee Meeting, June 1, 2020, 6:30 p.m.
- to be held virtually.
 - b. First Nation, Métis and Inuit Advisory Committee, June 2, 2020, 6:30 p.m.
- to be held virtually.
 - c. Audit Committee Meeting, June 4, 2020, 6:30 p.m.
 - d. STSCO Governance Committee Meeting, June 10, 2020, 3:00 p.m.
 - e. Special Education Advisory Committee, June 18, 2020, 6:30 p.m.
 - f. Student Council Liaison Committee, June 23, 2020, 4:15 p.m.
 - g. Faith and Equity Advisory Committee Meeting, TBA
 - h. French as a Second Language Advisory Committee, TBA
 - i. Supervised Alternative Learning Meeting, TBA.
4. Board Events: (Listed in chronological order.)
 - a. Elementary School Grade 8 Graduation Ceremonies, to be held virtually during the week of June 22-26, 2020.
 - b. OCSTA Annual General Meeting, June 27, 2020, 8:00 a.m., virtually by GetQuorum.
 - c. Secondary School Graduation Ceremonies for Class of 2020, Thursday, October 8, 2020.

M. Conclusion:

1. Report from the In-camera Meeting.

2. Closing Prayer.
3. Adjournment.



Minutes

THE MINUTES OF THE OPEN SESSION OF THE REGULAR BOARD MEETING, held on Tuesday, April 28, 2020, by Google Meet.

PRESENT:

Trustees – Linda Ainsworth, David Bernier, Eveline Fisher (Student Trustee), Michelle Griepsma (Chair), Josh Hill (Student Trustee), Braden Leal, Kevin MacKenzie, Helen McCarthy and Emmanuel Pinto

Administration – Joan Carragher, Laurie Corrigan, Richard Driscoll, Galen Eagle, Pepe Garieri, Isabel Grace, Father Paul Massel, Tim Moloney, Michael Nasello, and Stephen O’Sullivan.

Recorder – Michelle Kennedy

A. Call to Order of the Open Meeting:

The Board Chairperson, Michelle Griepsma, called the meeting to order at 6:38 p.m. and welcomed Laura Carson, Vice-principal at St. Mary Catholic Elementary, Lindsay and St. Pope John Paul II Catholic Elementary, Lindsay, Bridget McCann-Girard Principal at St. Joseph Catholic Elementary, Bowmanville, and Michael DeMaeyer, Vice-Principal at Monsignor O’Donoghue Catholic Elementary, Peterborough who were also in attendance online.

1. Examen

Father Paul Massel was invited to lead everyone in a daily examen.

2. Opening Prayer

Following the examen, Father Paul opened the meeting with prayer.

3. Land Acknowledgement

Michelle Griepsma, Board Chairperson, respectfully acknowledged that the Board Meeting was taking place on the traditional territory of the Mississauga Anishinaabeg.

4. Singing of the National Anthem

The National Anthem was sung.

5. Approval of the Agenda

MOTION: Moved by Linda Ainsworth, seconded by David Bernier
that the Agenda be approved.

Carried.

6. Declarations of Conflicts of Interest

There were no declarations of conflicts of interest.

7. Approval of the Minutes.

MOTION: Moved by Emmanuel Pinto, seconded by David Bernier
that the minutes of the March 31, 2020 Regular Meeting be
approved.

Carried.

8. Business Arising Out of the Minutes.

There was no business arising out of the minutes.

B. Reports from the Office of the Director and Student Trustees:

1. Report from the Director of Education, Michael Nasello.

Michael Nasello gave the Director's Report, including the following highlights:

- We pray and remember our students who may have difficulty in coping and are struggling to maintain a sense of hope; perhaps from homes where there are many challenges in these times.
- We offer our congratulations to Gerard Winn, Principal of Special Education who has been appointed as Superintendent at Durham Catholic District School Board.
- Stephen Lecce, Minister of Education confirmed the extension of the school closure to May 31 and directed the conversion of exam days and remaining professional activity days to instructional days.
- A multi-disciplinary team has been established at the provincial level to begin to plan what re-entry to schools will look like.
- The PVNC Learn@Home program continues and 2,500 electronic devices have now been distributed and administration is supporting staff on a daily basis on

their delivery of the program through the Google Suite of tools.

- The Student Council Liaison Committee met today and heard helpful comments about the student experience and appreciation is given for their candor and support in this ongoing learning process.
- Catholic Education Week begins on May 3rd with the theme “Igniting Hope”. His excellency, Bishop Daniel Miehm will broadcast a special Mass on Thursday, May 7th. A link to view this online will be shared with the system.
- Funds have been authorized for distribution to local food banks in all regions of the board for the month of May. This is the amount of funds that would have normally supported the breakfast programs board-wide.
- A project to manufacture face shields that are used as personal protective equipment using technology department equipment from St. Mary Catholic Secondary School and St. Stephen Catholic Secondary School is underway. Thanks to the teachers, Joel Kightley and Joe Button, Superintendent Tim Moloney and Manager of Purchasing and Planning Kevin Hickey who are involved in this service to the community.

Following his presentation, Michael Nasello invited questions from the trustees.

2. Report from the Student Trustees, Eveline Fisher and Josh Hill.

Student Trustees Eveline Fisher and Josh Hill gave the Student Trustee report:

- The COVID-19 pandemic and resulting school closures have presented challenges which are being faced by students and school staff members alike. We keep in our prayers everyone affected by COVID-19.
- Our teachers are challenged to keep students engaged. At the Student Council Liaison Committee meeting they took the opportunity to talk about the student experience with the Learn at Home program. There were both positive experiences and some student concerns.
- Overall, the students felt that teachers were executing and working to continue learning. Teachers are covering as much course information as best they can under the circumstances and are ensuring that they are covering the overall foundational course material.
- Many teachers have made efforts to connect with students which has been appreciated by the students. They have reached out through messages in Google Classroom, Google Meet, and recorded videos.
- Everyone, both teachers and students are missing the connection and face to face time that is normally experienced in the classroom.
- It was noted that the practice of posting work in Google Classroom for the entire week and not each day was helpful to ease the stress of students. Many

students don't have time each day to check in on all courses.

- Students are appreciative that all learning styles are being accommodated. This has been accomplished by teachers providing the lessons in different forms and styles. Overall, there are great things happening.
- The pandemic has created a situation of uncharted territory for all students and teachers. While some teachers are adept with technology, some staff members are just learning to use Google Classroom.
- There is such a diversity of homes and situations and each has different concerns. In some situations, teachers have been empathetic and student situations are being understood.
- There are some students that are not feeling supported. Some students who are required to keep their jobs have been disadvantaged. For example, students working in grocery stores have been working more than part-time hours. It was noted that some teachers allotted work that was beyond the recommended number of hours of work to be assigned, making it difficult to keep up with expectations. In some situations, where parents are unemployed due to the pandemic, students are working to assist their family.

Following their presentation, Eveline Fisher and Josh Hill answered questions from the Trustees. The students were thanked for bringing forward the information gathered from their peers and for successfully articulating the needs of the students. The student trustees expressed their gratitude to the teachers for 'stepping outside the box' and bringing the Learn@Home program to the students.

3. Report from the Manager of Communications, Galen Eagle.

Galen Eagle, Manager of Communications shared and highlighted good news stories as PVNC learns from home:

- The annual Catholic Student Leadership Awards ceremony which is usually hosted each year during Catholic Education Week and enjoyed by the recipients and their families, will not be able to take place this year but this year's 36 award winners will still be honoured as the board is extremely proud of these individuals. A virtual award ceremony is being created with photos of the recipients, introductions and messages of congratulations being recorded. The ceremony will be shared online starting at 5:00 p.m. on the board Twitter account.
- A partnership of the technology departments at St. Mary Catholic Secondary and St. Stephen Catholic Secondary has formed to manufacture clear face shields that are used as personal protective equipment by medical workers. Teachers Joe Button and Joel Kightley, and principals James Brake and Trevor Poechman have coordinated with other board staff to get the raw materials and access to laser cutters in the schools to produce face shields that will be delivered to

hospitals, long term care facilities and hospices.

- Some examples of successful and creative learning activities were shared including St. Peter CSS art students' famous painting recreations at home using materials at hand, a compilation of art and sculpture to illustrate the Stations of the Cross at St. Mary CES, Grafton, a Talk Show at St. Joseph CES, Bowmanville where the principal facilitated a question and answer period with students and the Mayor of Clarington, and a report on a weekly contest put on by a teacher from St. Patrick for his class where the weekly winner gets a pizza delivered to his house.

Following his presentation, Galen Eagle answered questions from the trustees.

C. Presentations:

1. Environmental Initiative in PVNC Facilities.

Isabel Grace, Superintendent of Business and Finance and Richard Driscoll, Facility Services Manager presented a slide show presentation to inform the Board of environmental initiatives that have been undertaken in various facilities throughout the board.

Some of the initiatives implemented have enabled efficiencies in order to keep costs relatively constant in the face of rising utility pricing. Data analysis has helped to determine productive placement of capital dollars to make buildings more efficient.

Examples of projects that demonstrated the Board's commitment to prioritizing environmentally conscious options included roofing that was recyclable at the end of its life-span, automated boiler and temperature controls in schools and automated cleaning dispensers that reduce plastic waste.

Following the presentation, the Trustees were invited to ask questions. It was suggested that this information would be valuable to the Student Liaison Committee. The Student Trustees agreed and the opportunity for a presentation to the SCLC will be explored.

2. PVNC Learn@Home Program.

The Director of Education, Michael Nasello and Superintendents Laurie Corrigan, Pepe Garieri and Stephen O'Sullivan gave a presentation which detailed and explained the steps that were taken to create, implement and execute the Learn@Home program for PVNC staff and students.

The creation of the program involved a committee that worked on the contents of the framework document that was shared with the teaching staff. This document integrated

special education elements and serves as a guide for the teachers in their daily work to deliver instruction from a distance.

The work of the Information Technology department has been integral from the distribution of devices to students and staff, to the sharing of knowledge in training support of the Google Suite (Google Classroom and Google Meet), and the technological support of staff and parents.

Lists of learning resources were compiled and sample Google Classrooms were established by Learning Consultants to model and give inspiration to teachers at each grade level. It was noted that social presence remains an important aspect of the program. Schools are making every effort to make contact with every family.

The Senior Administration Team has increased the number of meetings with principals to teleconferences to twice per week to keep up with communications, information being delivered from the Ministry of Education and sharing of promising practices. An electronic platform was established for principals to share their questions and answers.

At the conclusion of the presentation, the group answered questions from the Trustees.

D. Programs and Services:

E. Business, Finance and Governance:

1. Education Development Charges By-Law Update.

Isabel Grace, Superintendent of Business and Finance gave an update on the Education Development Charges By-Law process. It was reported that the joint public consultation meeting with the Kawartha Pine Ridge District School Board that was scheduled for May 5, 2020 has been cancelled and the Municipality of Clarington has been advised that the process has been delayed, resulting in the processing of education development charges to continue at current rates. It is expected that the by-law will now be approved by October 1, 2020. When the new dates for the meetings are established they will be shared publicly and communicated to the Trustees.

2. Ontario Catholic School Trustees' Association (OCSTA) Open Session Report.

Board Chairperson Michelle Griepsma reported that the OCSTA is going ahead with a virtual Annual General Meeting that will take place on June 27, 2020. The deadline for submission of resolutions was extended to May 1st and trustees will discuss resolutions at the next Committee-of-the-Whole meeting.

Michelle Griepsma extended thanks to Laurie Corrigan, Superintendent of Special Education for her assistance to provide information to OCSTA for the Ontario Human

Rights Commission Inquiry: 'Right to Read'.

3. STSCO Governance Committee, Open Session Report.

Board Chairperson Michelle Griepsma noted that the minutes for the STSCO Governance Committee, Open Session were shared with Trustees and also gave the following highlights:

- Expenses are expected to exceed budget by 2.5 percent, due to unanticipated settlements and additional routes established after the beginning of the school year.
- Proposed changes in bell times for St. Catherine Catholic Elementary School, Peterborough and St. Joseph Catholic Elementary School, Bowmanville, will proceed at this time. STSCO will seek further consultation in the fall.
- Some walk zone adjustments will be made and letters will go out in May to advise affected students at Immaculate Conception Catholic Elementary School, Peterborough and St. Anne Catholic Elementary School, Peterborough.
- Proposed walk zone changes for St. Paul, Lakefield were deferred and will be further reviewed in 2020-2021.

F. Human Resources:

G. Policy Development:

H. Old Business:

I. New Business:

J. Bring Forward:

K. Information Items:

1. Chairperson's Report

Board Chairperson Michelle Griepsma, on behalf of all of the trustees, expressed gratitude for all of the work being done and the impressive way that the Senior team and Managers are leading everyone through the school closure and resulting Learn@Home program. She stated that the crisis has had unprecedented impact on the daily operations of our Board but there has been little or no reduction in the meetings and conduct of business which speaks to the infrastructure work and efforts to keep everyone informed.

Michelle Griepsma also reported that she recently participated in a free webinar offered by Govern for Impact, entitled, “Board of Directors Leadership in Times of Crisis”. She will be sharing a slide deck and recording of the webinar with the trustees for their information and review.

2. Committees Chairpersons’ Reports

a. French as a Second Language Advisory Committee, April 15, 2020.

Trustee Helen McCarthy reported that French Immersion students are disappointed that the DELF exam process is cancelled this year. It was clarified that the cancellation was not initiated by our board, but was cancelled provincially and since that time, the organization from which the exam originates in France has cancelled the process world-wide this year.

b. Special Education Advisory Committee, April 16, 2020.

Trustee Helen McCarthy gave an anecdotal story about a student’s experience with the virtual classroom and its expressed importance.

c. Catholic Parent Engagement Committee, April 20, 2020.

Trustee Linda Ainsworth reported on her attendance at the Catholic Parent Engagement Committee meeting and was encouraged by the number of parents who chose to attend the virtual meeting.

L. **Future Meetings and Events:**

1. Board Meeting

- a. Board Meeting Open Session, May 26, 2020, 6:30 p.m.
(In-camera Session, 6:00 p.m.) – to be held by teleconference

2. Board Standing Committee Meetings: (Listed in chronological order.)

- a. Chairperson’s Committee, May 11, 2020, 4:30 p.m. – to be held by teleconference
- b. Committee-of-the-Whole, May 11, 2020, 6:30 p.m. – to be held by teleconference
- c. Policy Development Committee, May 13, 2020, 6:30 p.m.

3. Other Committee Meetings: (Listed in chronological order.):

- a. Faith and Equity Advisory Committee Meeting, April 30, 2020, 6:30 p.m.
– to be held by teleconference
- b. Accessibility for All Committee, May 7, 2020, 1:15 p.m.

- to be held by teleconference
- c. Special Education Advisory Committee, May 21, 2020, 6:30 p.m.
– to be held by teleconference
- d. Student Council Liaison Committee, May 26, 2020, 4:15 p.m.
– to be held by teleconference
- e. Catholic Parent Engagement Committee Meeting, June 1, 2020, 6:30 p.m.
– to be held by teleconference
- f. First Nation, Métis and Inuit Advisory Committee, June 2, 2020, 6:30 p.m.
- g. STSCO Governance Committee Meeting, June 10, 2020, 3:00 p.m.
- h. Supervised Alternative Learning Committee Meeting, TBA.
- i. Audit Committee Meeting, TBA. – Have a meeting with the regional internal auditors.
Towards the end of May – dates will be shared.

4. Board Events:

- a. OCSTA 2019-2020 AGM, June 27, 2020 – to be held virtually.
- b. Catholic Education Week, May 3-9, 2020. – Virtual Events
- c. Catholic Student Leadership Awards Announcements (Twitter Campaign), May 6, 2020.
- d. CPEC Parent Engagement Event, Craig Kielburger, “The World Needs Your Kid: How to Raise Children Who Care and Contribute”, Holy Trinity Catholic Secondary School, May 19, 2021, 6:30 p.m.

M. Conclusion:

1. Report from the In-camera Meeting

MOTION: Moved by David Bernier, seconded by Emmanuel Pinto

that the Board approve the actions and the discussions arising from the April 28, 2020, regular in-camera session, as follows:

- A. Call to Order: The in-camera meeting was called to order at 6:02 p.m.
 - 1. Opening Prayer
 - 2. Motion for the Approval of agenda.
 - 3. No declarations of Conflict of Interest
 - 4. Motion for the approval of the minutes from the March 31, 2020 Regular In-camera meeting as corrected.
- D. Business, Finance and Governance:

1. OCSTA In-camera Session Report
2. STSCO Governance Committee, In-camera Session Report
3. A recommended action brought forward from the Committee-of-the-Whole, In-camera Session from April 14, 2020 was amended and approved as follows:

that the board consider implementing a bell time change for St. Joseph CES, Bowmanville from 8:30 a.m.–2:55 p.m. to 9:20 a.m.–3:45 p.m., effective the 2021-2022 school year, in order to accommodate planned changes and enhancements to the transportation network serving the school. Administration is directed to coordinate communication of this change with STSCO and the school principal, and to ensure the school community be informed that a comment period (regarding this change and the postponement to 2021) continue to be open to parents to September 30, 2020.

I. Convening in Open Session:

1. Closing Prayer
2. Motion to convene in Open Session at 6:32 p.m.

Carried.

2. Closing Prayer

The Board Chairperson, Michelle Griepsma called on Trustee Kevin MacKenzie who closed the meeting with prayer.

3. Adjournment

MOTION: Moved by Braden Leal, seconded by Emmanuel Pinto
that the meeting be adjourned at 9:24 p.m.

Carried.

Michelle Griepsma
Board Chairperson

Michael Nasello
Director of Education, Secretary-Treasurer
per M.K.

Recommended Action from the Policy Development Committee Meeting, May 13, 2020.

R.A.: Mover: Emmanuel Pinto
that the Board receive the report and recommendations from the Policy Development Committee dated May 13, 2020, for publication and implementation.

May 13, 2020.

Policy Development Committee

**Report of the Recommended Actions from the Policy Committee Meeting,
May 13, 2020:**

1. R.A.: Draft Administrative Procedure – New #1209 Privacy Breach Response
that the Policy Development Committee recommend to the Board that new draft Administrative Procedure – #1209 – *Privacy Breach Response* be received and posted under Directional Policy – #1200 *Records and Information*.
2. R.A.: R.A.: Draft Administrative Procedure – New #314 (Old #904) Personal Network Devices
that the Policy Development Committee recommend to the Board that Policy and Administrative Procedure – #904 – *Personal Network Devices*, be deleted and the revised, newly formatted, Administrative Procedure – #314 – *Personal Network Devices*, be received and posted as amended under Directional Policy – #300 – *Student Achievement and Well-being*.
3. R.A.: Remove Policies and Administrative Procedure – #602 – (Old Policy #105) School Sites – Operating Budget Surplus #603 – (Old Policy and Administrative Procedure #106) Alternative Arrangements for School Facilities
that the Policy Development Committee recommend to the Board that Policies and Administrative Procedure – #602 (Old Policy #105) – *School Sites – Operating Budget Surplus*, and #603 – (Old Policy and Administrative Procedure #106) – *Alternative Arrangements for School Facilities* be deleted.
4. R.A.: Draft Administrative Procedure – New #902 (Old #411) Visitors to Schools
that the Policy Development Committee recommend to the Board that Policy and Administrative Procedure – #411 – *Visitors to Schools*, be deleted and the revised, newly formatted, Administrative Procedure – #902 – *Visitors to Schools*, be received and posted as amended under Directional Policy – #900 – *Safe and Accepting Schools*.

- 1 of 2 -

5. R.A.: Draft Administrative Procedure – New #901 (Old #814) Safe Arrivals

that the Policy Development Committee recommend to the Board that Policy and Administrative Procedure – #814 – *Safe Arrivals – Elementary*, be deleted and the revised, newly formatted, Administrative Procedure – #901 – *Safe Arrivals*, be received and posted as amended under Directional Policy – #900 – *Safe and Accepting Schools*.

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Policy Development Committee

May 13, 2020



MEMO

TO: Directors of Education

CC: Assembly of Catholic Bishops of Ontario
 Catholic Principals' Council of Ontario
 Ontario Association of Parents in Catholic Education
 Ontario Catholic School Business Officials' Association
 Ontario Catholic School Trustees' Association
 Ontario Catholic Supervisory Officers' Association
 Ontario English Catholic Teachers' Association

FROM: Michael Pautler, Executive Director

DATE: May 19, 2020

RE: **Affirming our Commitment to Equity, Diversity and Inclusive School Communities**

In many Ontario communities, June is designated as the month celebrating PRIDE, and many Catholic school boards, Catholic universities, and Catholic hospitals receive requests to offer messages of support or participate in such community events. The advocacy and pressure to make such statements comes not only from the media and the broader community but often from students, staff, and families of students within our communities who identify as LGBTQ. While this issue is experienced differently in regions across the province, Catholic school boards frequently receive requests to make public statements supporting the principle of equity and inclusion, and it is generally true that the expectations and demands have escalated over time. This topic has been a subject for discussion throughout the last year, both at ECCODE, and amongst the bishops of the ACBO.

ACBO Spring Plenary:

As an initiative arising from these discussions, a number of messages and visual images were developed as examples that might assist Catholic school boards to proactively address community-based celebrations of diversity, equity and inclusion. The intention was to develop potential messaging with distinctively Catholic language and perspective. During the Spring 2020 Plenary meeting of the ACBO the bishops reviewed a number of potential messages and visual images and had further discussion. While individual bishops hold a range of personal perspectives on the matter, collectively they do understand the need for Boards to communicate the commitment to ensuring safe and welcoming communities.

- The bishops recognize and value the good work of Catholic schools in providing support and accompaniment to students who may identify as LGBTQ and expressed their appreciation
- The bishops understand the need for Boards to communicate their commitment to ensuring equitable, safe, and inclusive school communities
- The bishops are supportive of Boards taking a positive and proactive approach to express this commitment

EQUITY, DIVERSITY AND INCLUSIVE COMMUNITY MESSAGING:

Subsequent to the plenary meeting, the communications materials were further refined in response to the feedback provided by the bishops. The sample messages and visual images attached are intended to assist Boards that might be considering issuing proactive statements regarding equity, diversity and inclusion.

Some general comments to consider in reviewing the materials provided:

- 1) The messaging focuses on the inherent dignity of each human person and emphasizes our common humanity. Because each person is wholly created from God's bountiful goodness and gifted with essential dignity and worth, we all share a gospel mandate and a moral imperative to respect one another as persons. The recurring theme in the proposed messages emphasizes the goodness of God's creation, using the tagline **'We are all wonderfully made'**. The bishops have had an opportunity to review and discuss this material and so would be familiar with the language in these statements or comparable messages or images that strongly resemble the samples provided. While the messages are not 'approved' by the bishops, they indicated as a group that they had no objections to the language included.
- 2) The intention is to assist boards with statements that affirm the commitment of Catholic schools to principles of equity and inclusion that would be well received by students, families, staff and the public. Such messaging may potentially have the effect of pre-empting unfair and inaccurate negative media attention and public criticism that has been directed at some Catholic school boards in the past. The messages support the desire of Catholic schools to embrace appropriate ways to live out the gospel and extend hospitality to all, practically and symbolically, while being consistent with Church teaching.
- 3) A variety of messages are provided, each comparable with slightly different emphasis. The proposed sample materials are not intended to pre-empt the autonomous decisions of the local boards, but to encourage as much consistency of messaging as possible amongst those boards intending to proceed with proactive communication about equity and inclusion. As modelled in the examples provided, boards using materials might choose to include an explicit reference to PRIDE day/week/month as a context for their message or not. Depending on local history and situation, some boards believe it would be helpful to make the context of the statement explicit while others may view it as unnecessary or politically problematic. This approach allows boards latitude in terms of how general or how explicit a statement they choose to adopt, reflecting the reality of local community context while maintaining the desired consistency of message and approach.
- 4) Discussion amongst Directors suggests there is not complete unanimity on this issue, and it is likely that school boards will adopt a variety of approaches, with some boards choosing statements from the sample materials or choosing to issue their own messages while other boards may choose not to issue any statement. It remains a local decision whether school boards choose to issue proactive statements affirming the inclusive nature of Catholic school communities, and boards ultimately own the decision about what approach they take, if any.



- 5) Sample images have been prepared in a variety of formats and files will be provided upon request. Available formats include: **PDF, EPS (Vector), SVG (Scalable Vector Graphics), JPG, PNG and TIF files**. Please have your office or your Communications department indicate which image or images are of interest (office@iceont.ca) and we will forward requested files and technical information.

SUMMARY:

The communications materials and sample messages are provided for your information, and for your use as appropriate to support any locally determined strategy to positively and proactively affirm the commitment of your school board to Catholic school communities that are safe, welcoming and inclusive. Open and ongoing discussion between the Director of Education, the Diocese and other educational partners is always helpful to ensure that we are all positioned to be supportive of one another in our respective roles.

The Institute for Catholic Education remains available to assist and support your local efforts in any way that we can. As always, your support of ICE and our initiatives is very much appreciated.

Attachment



**Messaging to Support
Equity/Diversity/Inclusion**

WE ARE ALL WONDERFULLY MADE!

- I June is the month traditionally devoted to the Sacred Heart of Jesus, which for Catholics is a sign and symbol of God's boundless and passionate love for all humanity. [The month of June is also designated as PRIDE month in \(the region of..., the city of... many communities across Ontario,...\)](#). This month, and each and every month, our Catholic schools are committed to nurturing safe and inclusive learning environments where every student and every member of the community is welcomed, valued, and respected.

As Catholics, we believe that we are all made in the image and likeness of a God who created us and loves us unconditionally – just as we are. We are called to know, love and celebrate one another, just as God knows, loves and celebrates each one of us because we are wonderfully made. We honour the inherent dignity in each other by treating one another with sensitivity, compassion and respect.

- II The XYZ Catholic District School Board celebrates diversity within our school communities and welcomes and values all children. As Catholics, we believe that each of us is made in the image and likeness of God. We are called to see each other through God's eyes – with sensitivity, compassion and respect, and we see God in one another –wonderfully made, just as we are. As we live, learn and work together, we encourage one another to celebrate the glorious discovery of how we are made and loved by a God who knows us intimately and who invites us into a deeper relationship with Himself.

[The month of June is designated as PRIDE month in \(the region of..., the city of... many communities across Ontario,...\)](#). This month, and every month, XYZCDSB is committed to nurturing safe and inclusive learning environments where every student and every member of our community is welcomed, valued, and respected.

- III As Catholics, we believe that we are wonderfully made in the image and likeness of a God who created us and loves us unconditionally – just as we are. We are called to love and celebrate one another, just as God loves and celebrates each one of us. We honour the inherent dignity in each other by treating one another with care, compassion, and respect. [The month of June is designated as PRIDE month in \(the region of..., the city of... many communities across Ontario,...\)](#). This month, and each and every month, our Catholic schools are committed to nurturing safe and inclusive learning environments where every student and every member of the community is welcomed, valued, and respected.

Diversity Image 1



Diversity Image 2



Diversity Image 3



Diversity Image 4



Diversity Image 5





Re: PPE Donation Received March 30, 2020

To Kevin Hickey,

Thank you for the incredibly generous donation of gloves and masks to our team at Ross Memorial Hospital.

Like most facilities, we have experienced shortages and encountered challenges in sourcing PPE. Your donation is a meaningful contribution to ensure the safety of our front line workers during the COVID-19 pandemic.

We are incredibly grateful to have such strong support from our community and donors during this time.

Best Regards,



Veronica Nelson

Chief Operating Officer