

Equity and Inclusion Task Force Minutes

Date: Wednesday, January 15, 2025
Location: Lindsay Education Centre | Muskoka Education Centre | Virtual
Time: 3:00 p.m.

1. Call to order

Superintendent J. Johnston called the meeting to order.

2. Territorial acknowledgement

J. Johnston shared a territorial acknowledgement.

3. Roll call

J. Johnston welcomed attendees and a roll was taken.

4. Approval of agenda

Moved by K. Moore, seconded by C. Bull that the agenda be approved.

5. Committee action items

5.1 Election of chair

Trustee H. Bradley was nominated by Trustee E. Childs, but declined. Trustee E. Childs was nominated by Principal K. Picken. Trustee Childs was acclaimed. J. Johnston was designated to chair the remainder of the meeting.

6. Presentations

6.1 Supporting multilingual learners in TLDSB

Elementary Teacher S. Smith, supported by Curriculum Consultant K. Hainer, shared a presentation outlining the linguistic diversity of the Board's school communities and the language and communications supports in place for both students and their families.

7. Administrative updates

7.1 Diversity, equity, and inclusion partnerships update

J. Johnston provided an update on the partnerships that are in place to support anti-bias and anti-oppression work with students, staff, and parent/guardian engagement events.

Aubrey Norohna of Hello Hope has facilitated presentations in several schools. Principals K. Henshall and T. Clayton shared their positive experiences with his presentations in their schools.

TLDSB has joined Harmony Movement's Words Matter campaign. J. Johnston will be soft launching the campaign at the January 16, 2025 administrators' meeting. Twenty schools will be selected to participate and will be provided with resources to effectively address discriminatory language.

Additionally, Director W. Hahn reported that TLDSB has enlisted Tana Turner of Turner Consulting Group to support learning for Board leadership staff that is focused on working with advocacy groups.

8. Department update

8.1 Communications Services

Communications Manager C. Bull shared the following updates:

- The Communications Services Department looks forward to working with the various subcommittees.
- C. Bull recognized Communications Clerk L. Pegg for her work on the dates of significance promotion on social media and in the monthly newsletter.

8.2 Indigenous Education

Indigenous Education Consultant K. Moore shared the following updates:

- Supports are in place for three newly registered students whose first language is Anishinaabemowin.
- The Indigenous Student Success Team has been working with Curriculum Services to support Indigenous students in relation to the Ontario Human Rights Commissions' Right to Read Report.
- The ISST's focus for the end of the semester is on working directly with students to support the transition to the next term.

9. Subcommittees updates

9.1 Positive Space

Vice Principal C. McLean-Wilson shared the following updates:

- More than 80 students in Grades 7 to 12 attended the Fall In Love With Your GSA Conference on November 15, 2024.
- The subcommittee has put together a "Queer and Cozy Reads" reading recommendations list and are working with Curriculum Services to create lesson plans to support each book.
- The subcommittee has been working with local PFLAG (Parents, Families and Friends of Lesbians and Gays) chapters on parent/guardian engagement opportunities.
- The subcommittee has been participating in New Teacher Induction Program (NTIP) training to promote creating positive spaces in classrooms.

- New Positive Space stickers are available, featuring the TLDSB Pride graphic created by Communications Services. The graphic won a BRAVO! Award from the Canadian Association of Communicators in Education (CACE).

9.2 Addressing Anti-Black Racism

Principal N. Stephenson shared the following updates:

- The subcommittee collected student and parent/guardian voice last year and are now working to determine next steps, with a focus on support for administrators.
- Planning is underway for a community event in the City of Kawartha Lakes.
- The subcommittee is putting together educator resources to support Black History Month.

9.3 Disrupting Poverty

Principal K. Picken will once again be heading up a menstrual equity campaign in collaboration with the G7 Student Senate and several departments across the Board. The campaign will involve an awareness campaign and a student survey.

9.4 Workforce Census

J. Johnston reported that the Human Resources Services department has had training to support bias-free hiring practices as part of the seven recommendations that came out of the October 2021 Workforce Census. The committee looks forward to having an HRS representative join in the near future.

9.5 Equity and Inclusion Newsletter

Principal K. Henshall reported that the February newsletter was in progress, and welcomed input and feedback. She also recognized L. Pegg for her contributions to the newsletter's significant dates section.

9. Other Business

There was no other business.

10. Correspondence

There was no correspondence.

11. Adjournment

The meeting was adjourned.