



## SAFE, EQUITABLE & INCLUSIVE SCHOOLS STEERING COMMITTEE

Wednesday, November 18, 2020

1:00 pm

**PRESENT:**

Aimee Copping, Guelph Neighbourhood Support Coalition  
 Alethia Stephenson, Dufferin County Canadian Black Association  
 Angela Ostetto, Human Resources, UGDSB  
 Ben Hesch, Family Counselling & Support Services, Guelph  
 Cheryl Van Ooteghem, Superintendent of Education, UGDSB  
 Colinda Clyne, Curriculum Lead, First Nations, Metis & Inuit, UGDSB  
 Heather Loney, Communications & Community Engagement Officer, UGDSB  
 Indu Arora, West Village Community Development Cooperative  
 Jennifer Parkinson, Grand River Metis Council  
 Jenny Marino, Mental Health & Additions Lead, UGDSB  
 Jessica Rowden, Curriculum Lead, Equity & Inclusion, UGDSB  
 Jolly Bedi, Trustee, UGDSB  
 Laurie Whyte, Special Education Advisory Committee (SEAC)  
 Lynette Pole-Langdon, Family Transition Place, Orangeville  
 Mahrukh Syed, Muslim Society of Guelph  
 Martha MacNeil, Trustee & Chair of the UGDSB  
 Maureen Oesch, Parent Involvement Committee (PIC)  
 Niketa Peters, Dufferin Child & Family Services

**REGRETS:**

Marguerite Campbell, Guelph Black Heritage Society  
 Sandra Cocco, Immigrant Services, Guelph & Wellington County  
 Mona Kambo, Grange Hill East Neighbourhood Group

Item	Discussion	Follow-up
Chair: Laurie Whyte Welcome Approval of Agenda & Minutes, new members	Approval of Minutes – Moved by Jennifer Parkinson Seconded by Aimee Copping Approval of Agenda – Moved by Lynette Pole-Langdon Seconded by Ben Hesch Welcome to Indu Arora, representing the West Village Community Development Cooperative As we begin our discussion, please think about “Who’s voices are not being heard; what are the gaps and what are the next steps?”	
Community Organization Input – <i>Guelph Neighbourhood</i>	<u>GNSC</u> – Aimee Copping The GNSC is an umbrella for a series of Neighbourhood Groups (15); offering 350 programs with approximately 25,000 participants. Partners include the two school boards, the City of Guelph, F&CS, Public Health, Guelph	

<p><i>Support Coalition</i></p>	<p>Police, etc. Aimee shared the GNSC Values and the need to educate and reinforce.</p> <p>Q: How can this committee support ALL voices? Specifically, how do we support the 2SLGBTQI+ community and what are their needs we are not addressing? How can we do better and work together?</p> <p>A: Unfortunately, there is not a lot of talk between the groups. It takes people making themselves vulnerable and being comfortable to share their story. There is real concern about young people. They crave anonymity and “invisibility” is keeping them safe. Fear, isolation are problems. We need to figure out how to reach them.</p> <p><b>ACTIONABLE ITEM</b> – How do we give our 2SLGBTQI+ community visibility and create safe spaces?</p> <p>A “drop box” idea was suggested to be able to email someone to talk to.</p> <p>Before COVID, Jessica and Ben were invited into a space with service providers and folks with lived experience – this might be a good time to reconnect with this non-binary group to get discussions going again.</p>	<p>Aimee Copping</p>
<p><i>Family Transition Place</i></p>	<p><u>FTP</u> – Lynette Pole-Langdon</p> <p>Family Transition Place is a multi-service agency that provides 24/7 services for people and their children who have experienced difficulties and need assistance with shelter and counselling. Just a phone call is needed, and they will connect the person with the appropriate resources. FTP has provided youth education programs in many of our Dufferin area schools. Since COVID, FTP has pivoted and are piloting virtual sessions. In order to continue with programs in the schools, they are reaching out to teachers who have had in class sessions in the past as it is helpful to have them engaged in the new virtual programming. They are also open to ideas. It appears that it is mostly adults in social media platforms.</p> <p><b>ACTIONABLE ITEM</b> – What action can we take to support FTP in order to support our community/students?</p> <p>Jenny Marino has assisted with getting the word out. The Board continues to be open.</p> <p>Another suggestion would be for Jenny and FTP to work together to help support our Child &amp; Youth Workers. We should explore other avenues to get on social media for students (e.g. Student Senate). What are some general groups students could look at (Discord, Tic Toc are often used)? How can we reach high school students who might be interested in taking this on and getting word out (Twitter, Instagram)? There would be more “buy in” if this was designed and communicated by students.</p>	<p>Jenny Marino &amp; FTP</p>

	<p><b>ACTIONABLE ITEM</b> – Drop Box idea – safe environment. Who would be responsible for overseeing this box? Consider someone with a mental health background who could flag or follow-up, if needed.</p> <p><b>ACTIONABLE ITEM</b> – Who could explore this? Attached to the Board? Who would be open to having a discussion? Sync as opposed to dropbox? Model like the a “Report Bullying” app?</p>	
<p><i>Parent Involvement Committee</i></p>	<p><u>PIC</u> – Maureen Oesch</p> <p>The Parent Involvement Committee was set up for communication to flow between the board and parents. It is the gathering of parents, reps, Principals, Vice-Principals from elementary and secondary, a Superintendent and Director, Martha Rogers who shares information from the Board. School Council Chairs are always given the information to take back to their schools. There are different perspectives from various schools in various areas. While attendance is good, there are struggles to engage parents from all backgrounds in both rural and urban areas. Trying to engage people already doing equity work into the Parent Involvement Committee to bring their expertise. These are the voices not being heard. Jessica Rowden has been in discussion with other Equity Reps in the province. The current system of formalized meetings can be oppressive. How else might we hear people’s feedback without the formal piece they have to be connected to? The big focus is how do we do this differently, so everyone feels comfortable participating? How do we get more BIPOC folks to individual school council tables?</p> <p><b>ACTIONABLE ITEM</b> – Take back to PIC that SEISSC will support and help. Start to explore ways to connect with parents. Would like Jessica and Jenny (mental health) to be part of this.</p> <p>Martha MacNeil indicated that the Ministry does dictate structure of the meeting and the need. We still have to meet the requirements but envision a way of doing the work and meeting the minimums.</p>	<p>Jessica Rowden, Jenny Marino</p>
<p><i>Grand River Metis Council</i></p>	<p><u>GRMC</u> – Jennifer Parkinson</p> <p>Jennifer is the President of the GRMC. It is a governing body; a municipal government, not an agency. The Council is the political arm and is responsible for education. Volunteers are elected every 3 years. The Council takes “care” of the community and thrives on “hugs” and getting together and facing many challenges. Currently working on programs to run a five-week youth program on the land. (Applying for grants to help make</p>	

	<p>these happen). Unfortunately, the work keeps falling on the same people in the community. Yes, people are volunteers and work full time. A lot of citizens want to help. Many are afraid to identify as Metis – don't feel they have the right. Currently, there is only one seat for an Indigenous partner at community agency tables – only hearing one voice. There is common ground; however, Metis are unique in thinking and ways. Consider hearing three voices at the table.</p> <p><b>ACTIONABLE ITEM</b> – Have the Equity Plan reviewed by the Metis group. We need to make sure there is space for three voices.</p>	
<p>UGDSB Input The Equity Plan</p>	<p>Jessica Rowden shared the Board's Equity Plan: <a href="#">UGDSB Equity Plan 2019-2022</a></p> <p>This version of the Equity Plan is the second iteration for UGDBS and is in effect from 2019-2021. It was created by stakeholder groups and with the advisement of the Equity Steering Committee in the UGDSB. It is a responsive plan.</p> <p>The plan has 4 main tenants and a column for transparent updating and accountability. This column with be updated at the Dec.8th Board meeting.</p> <p>The plan is supported by the glossaries below it on the board website. It aligns with and supports the BIPSA and other Board initiatives.</p> <p>Should any stakeholder groups in SEISSC have feedback about the plan, please send it to <a href="mailto:jessica.rowden@ugdsb.on.ca">jessica.rowden@ugdsb.on.ca</a></p>	<p>Committee to review and send feedback to Jessica</p>
<p>Trustee Report</p>	<p>Martha MacNeil – the Board of Trustees are participating in Equity training with Orlando and Skye Bowen from “One Voice, One Team.” November 17<sup>th</sup> was the third session. This is deep work and appreciate the opportunity to learn. A Book Study will begin in January “Me and White Supremacy” with Colinda Clyne (FNMI Lead). Jolly Bedi motioned a thank you to Cheryl and Jessica. We want reassurance there in inclusion and that we are an inclusive board – Inclusion has to be the center of it all.</p>	
<p>Actionable Items</p>	<p><b>ACTIONABLE ITEM</b> – How do we give our 2SLGBTQI+ community visibility and create safe spaces? A “drop box” idea was suggested to be able to email someone to talk to. Jessica and Ben reconnect with non-binary group.</p>	

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Meeting adjourned	Meeting adjourned – 2:50 pm Moved by Martha MacNeil Seconded by Maureen Oesch	
Next meeting	January 20, 2021 at 1:00 p.m.	