

# **SAFE, EQUITABLE & INCLUSIVE SCHOOLS STEERING COMMITTEE**

## **Minutes**

Wednesday, September 22, 2021

1:00-2:00 p.m.

## **D R A F T**

(distributed as PDF attachment in an email on Sept. 23/21)

### Members:

Aimee Copping, Guelph Neighbourhood Support Coalition  
Alethia Stephenson, Dufferin County Canadian Black Association  
Marukh Syed, Muslim Society of Guelph  
Ben Hesch, Family Counselling & Support Services, Guelph  
Dayami Ramirez, Immigrant Services, Guelph & Wellington County  
Heather Loney, Communications & Community Engagement Officer, UGDSB  
Indu Arora, West Village Community Development Cooperative  
Maureen Oesch, Parent Involvement Committee  
Mona Kambo, Grange Hill East Neighbourhood Group  
Jessica Rowden, Curriculum Lead, Equity & Inclusion, UGDSB  
Joy Sammy, Workplace Equity & Diversity Manager, UGDSB  
Jennifer Parkinson, Grand River Metis Council  
Lynette Pole-Langdon, Family Transition Place  
Laurie Whyte, Special Education Advisory Committee (SEAC)  
Marguerite Campbell, Guelph Black Heritage Society  
Martha MacNeil, Trustee & Chair of the UGDSB  
Jolly Bedi, Trustee  
Jenny Marino, Mental Health Lead, UGDSB  
Colinda Clyne, Indigenous Education Lead, UGDSB  
Jass Ghuman, Guelph Multicultural Festival  
Niketa Peters, Dufferin Child & Family Services  
Gerry Walker, Principal of Equity and Indigenous Education  
Brent McDonald, Executive Superintendent of Education

### Regrets:

Marukh Syed, Muslim Society of Guelph  
Jennifer Parkinson, Grand River Metis Council  
Ben Hesch, Family Counselling & Support Services, Guelph  
Mona Kambo, Grange Hill East Neighbourhood Group

Jass Ghuman, Guelph Multicultural Festival  
Jenny Marino, Mental Health Lead, UGDSB  
Jolly Bedi, Trustee

ITEM	DISCUSSION	FOLLOW-UP
Co-Chairs: Marguerite Campbell, Laurie Whyte Welcome and Land Acknowledgement	<ul style="list-style-type: none"> <li>● Self-Introductions were made by committee members</li> <li>● Indu is now employed with the United Way, and would like to be considered to remain on the Committee as a representative for the United Way.</li> <li>● Gerry Walker introduced himself in his new role of Principal of Equity and Indigenous Education. If you wish to contact Gerry, please use <a href="mailto:gerard.walker@ugdsb.on.ca">gerard.walker@ugdsb.on.ca</a></li> <li>● Cheyenne Vivian, Indigenous Transitions and Graduation Coach, introduced herself and her new role with the Board.</li> </ul>	
Review Agenda		
Review June 9, 2021 Minutes	<a href="#">M 2021 06 09</a> Minutes were approved	
Community Members Items	<p><b>Distress Line Update (Aimee Copping, Jessica Rowden)</b></p> <ul style="list-style-type: none"> <li>● Ben researched facilities available for 2SLGBTQIA+ community and discovered there is not much. Through Compass, a federal grant application is being written for a Bricks and Mortar drop-in centre. Jessica outlined the proposal process in detail.</li> <li>● A Capacity and Community Leads document was developed.</li> <li>● A voice and text distress line was ready to launch at the end of August.</li> <li>● <i>OK to Be Me</i> initiative was modelled. A poster will be distributed with a parent / guardian package.</li> <li>● Aimee resigned as a committee member, as now a full-time student; may join once again when schooling is complete.</li> </ul> <p><b>Trauma Informed Education Training (Niketa and Marguerite)</b></p> <ul style="list-style-type: none"> <li>● Trauma informed mental health presentations in August were provided to school board administrators. The session was recorded and principals took it to their staff - very encouraging and well received.</li> <li>● The presentations were the result of conversations that occurred with Superintendent Van Ooteghem and Jenny Marino around Niketa's observations when working with students from the UGDSB.</li> </ul>	
UGDSB Staff Items	<p><b>Gerry Walker- Principal of Equity and Indigenous Education</b></p> <ul style="list-style-type: none"> <li>● The EDI team (Gerry, Jessica, Colinda, Cheyenne) are going to be working closely as they move into a new shared space.</li> <li>● A committee was formed to look at the relationship our schools had with police services. Some of the decisions made:             <ul style="list-style-type: none"> <li>○ If police are called to a school, the administration must complete a formal report which includes specific questions. Gerry phones and talks through</li> </ul> </li> </ul>	

the incident with administration afterwards. Feedback became part of the document.

- Police Student Resource Officers are no longer in our schools. We want to know what type of interaction is occurring when police are in schools?
- Next steps: What do we do with the data we'll gather? Where do we house it?
- Police Presentations to students have all been vetted through an anti-racism, anti-oppressive lense. Communication will be received by parents / guardians prior to a presentation.
- Gerry will be looking to SEISSC to see what kind of questions and processes we should be doing to promote positive messaging and safe environments.
- Policy 503 Safe Schools was updated August 2020. The goal is to feel the immediate impact of the policy revision.
- Laurie's Question: Are we taking this to SEAC? What feedback are you looking for? Gerry: Will look to be included on an upcoming SEAC agenda. No feedback required at the moment, but want to continue to forge a working partnership. Laurie volunteered to sit on a committee.
- Marguerite said it would be helpful in future to outline what steps we took to secure feedback.

**Jessica Rowden - Equity Lead**

- Cricket: Programs goals - cultural connections, centering racialized experts and experiences in sport; teach cricket skills to students; thankful to community partners and students for feedback and support
- Prayer Rooms: Signage and room layout feedback was collected from community partners; waiting for student feedback.
- Equity Accountability Audit, Spirit Days, Harmful and Discriminatory Language: all protocols and practices we are building into our system with measurable and accountable actions.
- Policy updates coming soon (a) Equity and Inclusion Policy and related documents
- Affinity spaces for staff groups and student groups starting back up again
- CRRP: supporting a pedagogical shift in education (a) shared 3 main tenants (b) embedded in the work of destreaming, reading strategy and many more
- 2SLGBTQIA+ (a) flags displayed at schools in June (b) well attended Pride celebrations (c) More GSA's in schools already this year (d) Jenny Marino's Wellness sub-committee focused on non-binary, gender-queer, transgender and 2SLGBTQIA+ youth meeting soon
- Equity website and Equity Bursts back up and running as main communications with schools and staff

**Colinda Clyne - Indigenous Education Lead**

	<ul style="list-style-type: none"> <li>• Sharing opportunities for Truth and Reconciliation Week. Have a number of live streams available for students to use. More sharing next meeting re Board Action Plan for 2021/22.</li> <li>• Cheyenne is visiting schools. Exciting to have someone dedicated to working with Indigenous youth</li> </ul> <p><b>Jenny Marino - Mental Health Lead</b></p> <ul style="list-style-type: none"> <li>• Mental Health and well-being initiative <a href="#">Mentally health return to school SEISSC Sept 2021.pdf</a></li> <li>• Staff are at a heightened level of awareness to recognize any sign, symptoms that may come and have received training prior to school starting this fall.</li> </ul> <p><b>Joy Sammy - Workplace Equity and Diversity Manager</b></p> <ul style="list-style-type: none"> <li>• Equity and Inclusion Calendar has been sent out. Contact Joy to receive a hard copy if you wish.</li> <li>• Joy's team will be looking for feedback for a newly developed Workplace EDI Strategic Plan (1-3 years). They will be approaching this committee at a future date.</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Reminder from Marguerite to share information gleaned from this committee with your community organizations.</li> <li>• Student Name Change: A committee was established and forms were updated. The Committee has been attending various meetings to present. Software was reviewed to be sure a name change filtered through all platforms. Staff training will be key as we want everyone as comfortable as possible.</li> </ul>	
Planning for the Year and Next Steps	<p><b>Please see homework document <i>Action for the Year: SEISSC's Role and Impact</i></b>  <a href="#">Action for the Year: SEISSC's Role and Impact</a></p>	
<b>Dates of Future Meetings</b>	<p>January 13    1:00 pm - 2:30 pm  April 20        7:00 pm - 8:30 pm  June 8         1:00 pm - 2:30 pm</p>	