

SAFE, EQUITABLE & INCLUSIVE SCHOOLS STEERING COMMITTEE

minut

January 13, 2022

1:00 p.m.

Members:

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, United Way

Shahin Banu, 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) Yes

Marguerite Campbell, Guelph Black Heritage Society

Martha MacNeil, Trustee

Jolly Bedi, Trustee

Linda Busuttill, Trustee and Chair of UGDSB

Emilie Hill, Student Trustee, UGDSB

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

Jack Gillies, ODSS Student / Student Senate rep (for Student Trustees)

Don Mehleka, Guelph Wellington Health Team

REGRETS: A. Stephenson, M. Syed, M. Kambo, L. Pole-Langdon, E. Hill, J. Marino, J. Ghuman

ITEM	DISCUSSION	FOLLOW-UP
Co-Chair: Laurie Whyte Welcome and Land Acknowledgement	<ul style="list-style-type: none"> • Welcome Shahin Banu representing West Village Community Development • Welcome back Indu Arora now representing United Way • Welcome Colleen Murdoch, Community Engagement & Impact Director, United Way, Guest • Welcome Jack Gillies - Student Senate Rep 	
Review Agenda		
Review September 22, 2021 Minutes	<p> M 2021 09 22</p>	
Community Members Items	<ul style="list-style-type: none"> • Review and add to feedback from SEISSC from September's meeting <p>EPIC Jessica reviewed the Equity Committee Infrastructure chart. The Board is creating a committee entitled the Equity Action Plan Implementation Committee (EPIC), which would replace the Equity Steering Committee. The committee will be comprised of SEISSC members, members from other staff advisory groups, along with police advisory committee representation. The goal is to amplify the voices of those who have been doing equity work.</p> <p> Action for the Year: SEISSC's Role and Impact The Action for the Year Chart feedback/input was reviewed.</p> <ul style="list-style-type: none"> • Looking for WHY Data, Police Data, and feedback from the EDI Team to inform the equity plan. • What themes and needs gaps should we be working on? 	

Section 1

How can this Committee play a supporting role and provide feedback and guidance on plans and policy?

- The document will remain open for future feedback / suggestions
- How would you like to bring feedback from community groups.

Section 2

Respond to the needs of all students to ensure a safe equitable and inclusive school environment

Section 3

Acquire and maintain a knowledge of the needs of all groups as it relates to a safe, equitable and inclusive school environment

- How would you like to acquire knowledge? What could we do to support you? What is the connection to this committee and how can we receive input for the agenda.

Frequency of Meetings:

Brent confirmed that SEISSC Terms of Reference will be reviewed including frequency of meetings. Maureen believes that implementation has not been the driving force behind these meetings. More frequent meetings may support even greater implementation of initiatives.

Community Member Updates

Ben: Increased violence directed toward minority groups has been observed. We would like to look at prevention opportunities. The Break Free Program helps youth build healthy relationships and break free of violence. United Way funds some of the work, but it doesn't cover all costs. Could we jointly look at a Ministry funding application? The program was evaluated by U of G. Maureen agreed that it is an excellent, results-oriented Program.

UGDSB Staff Items

**Gerry Walker - Principal of Equity and Indigenous Education
& Jessica Rowden - Equity Lead**

Cricket update:

Cricket will be available in schools with Grades 7 - 12 within the next few weeks. There is a teaching package, which includes the history of the sport, inclusivity, accessibility, etc. UGDSB students participated in the creation of the how-to videos. There will be professional development opportunities for phys ed teachers in the Spring. We will be looking for feedback after it's been made available in the schools.

School Equity Team Decision-Making Process:

Board staff wanted to put together the most important pieces of information that they have provided for staff learning, condensed into one space. Jessica shared the document and reviewed it for the committee.

Jessica and Joy will be working closely together to support the staff advisory groups. On the student side, they are hearing from / taking feedback from more groups as well.

Is there support within schools for students who have disabilities and are part of a marginalized group?:

The staff who facilitate the groups are almost always people who don't have the same identity, but are very dedicated to these groups. Providing virtual and in-person access to meetings will continue to be offered as we are committed to reducing barriers to student attendance at these groups. A suggestion was made that how we communicate to students that meetings are occurring needs to be reconsidered to ensure multiple mediums are being used.

Bullying Prevention and Awareness Week:

[Highlights from Bullying Awareness and Prevention Week at UGDSB schools \(Upper Grand District School Board\)](#)

CWDHS update on school and community supports:

CWDHS has a strong approach:

- Falcons United is a student group supporting the school initiatives. The Equity Club, GSA, Mental Health, Affinity groups are all represented in this student group. Orlando Bowen has helped provide support to Falcons United. They continue to meet to discuss proactive activities.
- Staff meetings have a lot of focus on bully prevention. They have worked with Egale and community agencies, and have focused on pronoun training and practice.
- The school implemented a student baseline data survey in the Fall. It will be issued again to see if initiatives are making a difference.
- Kevin Cameron, Orlando Bowen are also working with staff
- Many parents and caregivers wanted to be involved as well and have formed a group that continues to take the work out to the community

PPM 144 Revisions

The board is looking for SEISSC Community Reps to assist with updating our Safe Schools Policy based on revisions to PPM 144. Maureen and Ben have volunteered.

By August 31st, we must revise the Safe Schools Policy to support students in school as it relates to bullying prevention and interventions. Most of the suggested changes are already included in our current plan, but not everything. There is an enhanced description of bullying and cyberbullying, parent/guardian support, reporting and monitoring enhancement. A draft form of the document will be shared with this committee for input and suggestions.

Police in Schools:

- When a police presence is in a school a report is generated to Gerry. The intent is to get feedback from the schools and parents/guardians as to how interactions worked and to gauge the feelings generated around the interactions.
- Data is currently stored on a spreadsheet, but Gerry is working with IT to develop a more enhanced storage solution.
- Board staff will be meeting with police to discuss any refinements that are required. Meetings with police will also include reviewing our own policies and police presentations.
- Classroom teachers and administrators are responsible to ensure students feel safe during police presentations and student surveys continue to be monitored post presentations.

Prayer Rooms:

Signage and messaging is ready to send to the schools and schools will be provided with a prayer room kit containing carpets. The target is to have the rooms available for February 2022.

Policy 504 Equity and Inclusive Education:

We are in the post-consultation phase. People had an opportunity to provide feedback, which has been considered. The revised policy is ready to go to the Policy Management Committee.

Colinda Clyne - Indigenous Education Lead

- Livestreams are occurring in Secondary for PD
- A Two Spirit member will be doing school visits.
- Virtual evening family events have been offered as well

Jenny Marino - Mental Health Lead

- Absent

	<p>Joy Sammy - Workplace Equity and Diversity Manager</p> <ul style="list-style-type: none">• Staff and employee name change initiative / gender affirmation guideline mirrors the work we have done for students• Melissa has been working on the Equity & Inclusion Calendar with IT to provide electronic access <p>April PIC Event</p> <p>This year, one of the events will have an Equity focus. We want to showcase to parents the progress and initiatives that are occurring within the Board. The planning committee will be looking for presenters, including community members.</p>	
--	---	--