

# STUDENT ACHIEVEMENT AND WELL-BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE PUBLIC MEETING

## AGENDA MAY 26, 2022

**Nancy Crawford, Chair**  
Trustee Ward 12

**Angela Kennedy**  
Trustee Ward 11

**Michael Del Grande, Vice Chair**  
Trustee Ward 7

**Ida Li Preti**  
Trustee Ward 3

**Frank D'Amico**  
Trustee Ward 6

**Teresa Lubinski**  
Trustee Ward 4

**Markus de Domenico**  
Trustee Ward 2

**Joseph Martino**  
Trustee Ward 1

**Daniel Di Giorgio**  
Trustee Ward 10

**Maria Rizzo**  
Trustee Ward 5

**Norman Di Pasquale**  
Trustee Ward 9

**Garry Tanuan**  
Trustee Ward 8

**Keith Baybayon**  
Student Trustee

**Stephanie De Castro**  
Student Trustee

### MISSION

*The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.  
We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.*

### VISION

*At Toronto Catholic we transform the world through witness, faith, innovation and action.*

**Recording Secretary: Sophia Harris, 416-222-8282 Ext. 2293**

**Assistant Recording Secretary: Skeeter Hinds-Barnett, 416-222-8282 Ext. 2298**

**Assistant Recording Secretary: Sarah Pellegrini, 416-222-8282 Ext. 2207**

**Dr. Brendan Browne**  
Director of Education

**Frank D'Amico**  
Interim Chair of the Board

**TERMS OF REFERENCE FOR THE STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION  
AND HUMAN RESOURCES COMMITTEE  
(APPROVED BY BOARD JUNE 5, 2012)**

The Student Achievement and Well-Being, Catholic Education and Human Resources Committee shall have the responsibility for considering matters pertaining to:

**Terms of reference:**

- (a) The Multi-Year Strategic Plan in relation to Student Achievement and Well-Being, Catholic Education and Human Resources particularly focusing on the goals of the following pillars of the Multi-Year Strategic Plan: Living Our Values, Student Achievement and Well-Being and Inspired and Motivated Employees
- (b) Plans for the improvement of Student Achievement (Board Learning and Improvement Plans, School Learning and Improvement Plans)
- (c) Program alignment with Catholic Graduate Expectations
- (d) Building Catholic School Communities and strong relationships between School, Home and Church
- (e) Building Safe Schools and programs to support positive school climate
- (f) Program alignment with 21<sup>st</sup> Century learning fluencies as determined by program staff
- (g) Plans for Nurturing Our Catholic Community and the achievement of the aims and objectives of the Board in the area of Catholic Education
- (h) Program Reviews
- (i) Safe Schools Data
- (j) Continuing Education and Adult Education
- (k) Alternative Education
- (l) International Languages Programs
- (m) School Effectiveness Framework and School Reviews
- (n) System review to ascertain alignment with the deployment of Board resources
- (o) Student Achievement data (EQAO, PISA, local assessments)
- (p) Instructional leadership and practices
- (q) Equity and Inclusion Strategies
- (r) Professional Learning practices
- (s) Succession Planning
- (t) Collective Bargaining and Employee Relations
- (u) Advocacy and political action
- (v) Policy development and revision in the areas of responsibility of the Student Achievement and Well-Being, Catholic Education and Human Resources Committee
- (w) Any matter referred to the Student Achievement and Well-Being, Catholic Education and Human Resources Committee by the Board
- (x) Ratification of Principals, Vice-Principals and Supervisory Officers placement and transfers.

## **Land Acknowledgement**

Out of our deep respect for Indigenous peoples in Canada, we acknowledge that all Toronto Catholic District School Board properties are situated upon traditional territories of the Anishinabek (a-ni-shna-bek), the Haudenosaunee (hoh-Dee-noh-Shoh-nee) Confederacy, and the Wendat peoples. We also acknowledge the land covered by Treaty 13 is held by the Mississaugas of the Credit First Nation and Toronto is subject to The Dish with One Spoon covenant. We also recognize the contributions and enduring presence of all First Nations, Métis, and Inuit people in Ontario and the rest of Canada.

## **La Reconnaissance du Territoire**

*Nous témoignons du plus grand respect pour les Peuples autochtones au Canada et nous avons à cœur de souligner que tous les immeubles du Toronto Catholic District School Board sont situés sur les terres traditionnelles de la Nation Anishinabek, de la Confédération de Haudenosaunees et des Wendats. Il est également important de noter que le territoire visé par le Traité 13 est celui des Mississaugas de la Première Nation Credit et que celui de Toronto est protégé par l'accord d'« un plat à une cuillère ». Nous tenons également à rappeler la présence pérenne et l'importance des contributions des Premières Nations, des Metis et des Inuits en Ontario, et dans tout le Canada.*

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through witness, faith, innovation and action.*



# AGENDA THE REGULAR MEETING OF THE STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE

## PUBLIC SESSION

Nancy Crawford, Chair

Michael Del Grande, Vice-Chair

Thursday, May 26, 2022

7:00 P.M.

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Pages

1. Call to Order
2. Opening Prayer (Chair or designate)
3. Land Acknowledgement
4. Singing of O Canada
5. Roll Call & Apologies
6. Approval of the Agenda
7. Report from Private Session
8. Declarations of Interest
9. Approval & Signing of the Minutes of the Meeting held May 3, 2022 for Public Session 1 - 11
10. Delegations
11. Presentations

12. **Notices of Motion**
13. **Consideration of Motions for which previous notice has been given**
14. **Consent and Review**
15. **Unfinished Business**
16. **Matters referred or deferred**
17. **Staff Reports**
  - 17.a. 2022 Annual Report: Smoke and Vapour Free Space Policy B.B.04 (Information) 12 - 20
  - 17.b. St. Joseph Morrow Park (Information) 21 - 23
  - 17.c. Recommendation Report for the Special Board Advisory Committee on Race Relations Terms of Reference (Recommendation) 24 - 32
18. **Listing of Communications**
19. **Inquiries and Miscellaneous**
20. **Updating of Pending List**
  - 20.a. Annual Calendar of Reports and Policy Metrics 33 - 34
  - 20.b. Monthly Pending List 35
21. **Resolve into FULL BOARD to Rise and Report**
22. **Closing Prayer**
23. **Adjournment**

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# **MINUTES OF THE REGULAR MEETING OF THE STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE**

## **PUBLIC SESSION**

**HELD TUESDAY, MAY 3, 2022**

### **PRESENT:**

#### **Trustees:**

N. Crawford, Chair  
M. Del Grande, Vice-Chair – Virtual  
F. D'Amico – Virtual  
M. de Domenico – Virtual  
D. Di Giorgio  
N. Di Pasquale – Virtual  
A. Kennedy  
M. Rizzo – Virtual  
G. Tanuan

#### **Student Trustees:**

K. Baybayon  
S. De Castro

#### **Staff:**

B. Browne  
D. Boyce  
A. Della Mora  
R. Putnam  
S. Camacho  
S. Campbell  
L. Coulter  
C. Fernandes  
P. Aguiar  
A. Bria  
M. Caccamo

D. Chen  
G. Danfulani  
L. DiMarco  
K. Dixon  
M. Meehan  
R. Peterson  
S. Vlahos  
J. Wujek

S. Harris, Recording Secretary  
S. Pellegrini, Assistant Recording Secretary

**External Guest:** A. Robertson, Parliamentarian

## **5. Roll Call and Apologies**

An apology was extended on behalf of Trustee Li Preti. Trustees Lubinski and Martino were absent.

## **6. Approval of the Agenda**

MOVED by Trustee Tanuan, seconded by Trustee Di Giorgio,  
that the Agenda be approved.

The Motion was declared

CARRIED

## 7. Report from Private Session

MOVED by Trustee Di Giorgio, seconded by Trustee Tanuan, that the following report from PRIVATE Session be received.

- a. Approved Minutes of Meeting held April 5, 2022;
- b. Discussed a contractual matter; and
- c. Received and referred to Staff an Inquiry.

Results of the Vote taken, as follows:

### **In Favour**

### **Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees Baybayon and De Castro wished to be recorded as voted in favour.



## **8. Declarations of Interest**

In PRIVATE Session, there were none.

Trustees Del Grande and Rizzo declared an interest in Item 17a) Ontario English Catholic Teachers Association (OECTA) - Toronto Elementary Catholic Teachers (TECT) and Toronto Occasional Teachers' Bargaining Unit (TOTBU) Local Agreement Ratification (Verbal) - Adrian Della Mora, Associate Director of Academic Affairs and Chief Operating Officer (COO) and Lynda Coulter, Executive Superintendent, Human Resources, as they have family members who are employees of the Board.

Trustees Del Grande and Rizzo indicated that they would neither participate in discussions regarding that Item nor vote.

## **9. Approval and Signing of the Minutes**

MOVED by Trustee Di Giorgio, seconded by Trustee Tanuan, that the Minutes of the Meeting held April 5, 2022 be approved.

The Motion was declared

CARRIED

## **14. Consent and Review**

The Chair reviewed the Order Paper and the following Items were held.

17a) Ontario English Catholic Teachers Association (OECTA) - Toronto Elementary Catholic Teachers (TECT) and Toronto

Occasional Teachers' Bargaining Unit (TOTBU) Local Agreement Ratification (Verbal) - Adrian Della Mora, Associate Director of Academic Affairs and Chief Operating Officer (COO) and Lynda Coulter, Executive Superintendent, Human Resources – Trustee Tanuan;

17b) Safe Schools Interim Report: September 2021 - March 2022 – Trustees Di Giorgio and Rizzo; and

17c) Ratification of Student Trustee Nominee 2022-2023 – Trustee Tanuan

MOVED by Trustee Di Giorgio, seconded by Trustee Tanuan, that the Items not held be received.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees De Castro and Baybayon wished to be recorded as voted in favour.

### **ITEMS NOT HELD AS CAPTURED IN THE ABOVE MOTION**

20a) **Annual Calendar of Reports and Policy Metrics**; and

20b) **Monthly Pending List**

Trustees Del Grande and Rizzo recused themselves due to a Declaration of Interest in Item 17a), as earlier indicated.

### **17. Staff Reports**

MOVED by Trustee Tanuan, seconded by Trustee Di Pasquale, that Item 17a) be adopted as follows:

**17a) Ontario English Catholic Teachers Association (OECTA) - Toronto Elementary Catholic Teachers (TECT) and Toronto Occasional Teachers' Bargaining Unit (TOTBU) Local Agreement Ratification (Verbal) - Adrian Della Mora, Associate Director of Academic Affairs and Chief Operating Officer (COO) and Lynda Coulter, Executive Superintendent, Human Resources received.**

Results of the Vote taken, as follows:

#### **In Favour**

#### **Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Di Giorgio

Di Pasquale  
Tanuan

The Motion was declared

CARRIED

Student Trustees De Castro and Baybayon wished to be recorded as voted in favour.

Trustees Del Grande and Rizzo returned to the virtual room at 7:29 pm.

MOVED by Trustee Rizzo, seconded by Trustee Tanuan, that Item 17b) be adopted as follows:

**17b Safe Schools Interim Report: September 2021 - March 2022**  
received.

Student Trustee De Castro left the horseshoe at 7:35 pm and returned at 7:36 pm.

Trustee Kennedy joined the horseshoe at 7:48 pm.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande

Di Giorgio  
Di Pasquale  
Kennedy  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees De Castro and Baybayon wished to be recorded as voted in favour.

MOVED by Trustee Tanuan, seconded by Trustee Di Giorgio, that Item 17c) be adopted as follows:

**17c) Ratification of Student Trustee Nominee 2022-2023** that the Board of Trustees appoint David Beshai from St. John Paul II Secondary School as Student Trustee for the term August 1, 2022 through to July 31, 2024.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale

Kennedy  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees De Castro and Baybayon wished to be recorded as voted in favour.

**21. RESOLVE into FULL BOARD to Rise and Report**

MOVED by Trustee de Domenico, seconded by Trustee Di Pasquale, that the meeting resolve into FULL BOARD to Rise and Report.

Results of the Vote taken, as follows:

**In Favour**

**Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees De Castro and Baybayon wished to be recorded as voted in favour.

### **23. Adjournment**

MOVED by Trustee Del Grande, seconded by Trustee Tanuan, that the meeting be adjourned.

Results of the Vote taken, as follows:

#### **In Favour**

#### **Opposed**

Trustees Crawford  
D'Amico  
de Domenico  
Del Grande  
Di Giorgio  
Di Pasquale  
Kennedy  
Rizzo  
Tanuan

The Motion was declared

CARRIED

Student Trustees De Castro and Baybayon wished to be recorded as voted in favour.

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SECRETARY

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CHAIR





REPORT TO

## STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE

### 2022 ANNUAL REPORT: SMOKE AND VAPOUR FREE SPACE POLICY B.B.04

“Let the wise also hear and gain in learning, and the discerning acquire skill” proverbs 1:5 (NRSVCE)

Drafted	Meeting Date
May 16, 2022	May 26, 2022
Lori DiMarco, Superintendent, Curriculum Leadership & Innovation; Academic ICT	
<b>INFORMATION REPORT</b>	

**Vision:** *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

**Mission:** *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



**MULTI-YEAR STRATEGIC PLAN**  
2022 - 2025

**IN GOD'S IMAGE:** Growing in Knowledge, with Justice and Hope



Brendan Browne  
Director of Education

Adrian Della Mora  
Associate Director of Academic  
Affairs & Chief Operating Officer

Derek Boyce  
Associate Director of Facilities,  
Business & Community Development

Ryan Putnam  
Chief Financial Officer & Treasurer

## **A. EXECUTIVE SUMMARY**

According to the TCDSB Policy B.B. 04 Smoke and Vapour Free Space, the TCDSB is committed to the provision of a smoke, vapour and tobacco free environment in all premises and on all properties, owned and/or operated by the Board. The data indicate a return to pre-pandemic rates for incidents and suspensions for secondary students, with a marked increase for elementary students

**The cumulative staff time required to prepare this report was 20 hours.**

## **B. PURPOSE**

Consistent with Policy B.B. 04, an annual report is presented to the Board of Trustees by staff detailing the compliance and infractions of this particular policy.

## **C. BACKGROUND**

1. TCDSB Policy B.B. 04 was revised in May 2016 to include under the evaluation and metrics section requiring an annual report detailing compliance and infractions of this particular policy. The report was further revised in March 2019 to include references to vaping and use of cannabis.
2. The Tobacco Enforcement Department of the Toronto Public Health Department does not publicly release the total number of school infractions under the Smoke Free Ontario Act.
3. Data was collected from the Safe School Progressive Discipline Platform in order to provide an analysis of smoking-related discipline imposed over time on students.
4. Annually, TCDSB principals have been responding to a survey containing questions related to the compliance and number of infractions associated with this policy (Appendix A).
5. In May 2022, the survey was administered once again.

## **D. EVIDENCE/RESEARCH/ANALYSIS**

1. This year's results indicate a return to pre-pandemic rates for secondary students and a lower incident rate for elementary students. Suspension rates for secondary students are proportionately lower and the data reflects staff's

efforts to implement strategies to decrease suspension rates in the elementary panel. The chart below indicates the number of incidents and suspensions since 2013-2014 in both elementary and secondary schools:

Year	Elementary School Totals		Secondary School Totals	
	Incidents	Suspensions	Incidents	Suspensions
2013-2014	5	1	120	88
2014-2015	2	2	113	69
2015-2016	3	2	78	66
2016-2017	4	1	65	47
2017-2018	0	0	64	44
2018-2019	29	8	74	45
2019-2020	N/D	N/D	N/D	N/D
2020-2021	5	5	0	0
2021-2022	20	8	86	47

2. Highlights from the 2021-2022 survey sent to school administrators are included below:
  - 182 responses (172 Principals, 10 Vice Principals) out of 197 schools
  - 31% of respondents (51 schools) indicated a requirement for additional signs at the entrances and exits of their locations
  - There was 1 student charged with an infraction for smoking under the Smoke Free Ontario Act.
  - There was a total of 3 calls from 1 administrator to the Tobacco Enforcement Department to enforce the Smoke Free Ontario Act at their school.
  - There was a total of 106 student discipline issues recorded into the Progressive Discipline Incident Log involving 32 schools
  - Schools communicate the policy on smoking/vaping mainly through the following channels (shown as a % of the 182 respondents):
    - Staff meetings (50%)
    - Student Agenda books (40%)
    - PA announcements (35%)
    - Newsletters (28%)
    - Emails (28%)
    - Assemblies (24%)
    - Other (15%)

3. The Facilities department will work with all area Service Quality Supervisors (SQS) to provide the proper signage at each entrance and location for their school building.

#### **E. METRICS AND ACCOUNTABILITY**

An annual report as required by Policy B.B. 04 and is presented to the Board.

#### **F. CONCLUDING STATEMENT**

This report is for the information of the Board of Trustees.

# Smoke and Vapour 2022 Survey

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Start of Block: Default Question Block

## Policy B.B.04 Smoke & Vapour Free Space, states:

*“The Toronto Catholic District School Board recognizes the benefits of a smoke, vapour and tobacco-free learning, playing and working environment. This is achieved by prohibiting smoking, vaping or usage of tobacco products, anywhere on Board property, in Board premises and all locations where Board or School sanctioned activities take place.*

*This policy applies to all employees of the Toronto Catholic District School Board and individuals who use Board buildings, facilities or Board-owned property.”*

Please complete this brief survey for your school. Individual schools will not be identified and there will only be a Board-level report. Results of this survey, along with other data, will be used in the annual report to the Board.

Thank you,  
Lori DiMarco

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1. School name:

▼ All Saints ... Venerable John Merlini

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2. I am a:

☐ Principal

☐ Vice-Principal

☐ Other (please specify): \_\_\_\_\_

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3. Have "No smoking" signs been placed at each entrance and exit of your school buildings?

- ☐ Yes
- ☐ No
- ☐ Not sure
- 

4. Do you require any additional signage for your building?

- ☐ Yes
- ☐ No
- ☐ Not sure
- 

*Display This Question:*

*If 4. Do you require any additional signage for your building? = Yes*

*Or 4. Do you require any additional signage for your building? = Not sure*

b) If you require additional signage, how many signs do you require?

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5. Have any students, visitors or TCDSB employees been charged with an infraction for smoking under the Smoke Free Ontario Act?

- ☐ Yes
- ☐ No
- ☐ Not sure
-

*Display This Question:*

*If 5. Have any students, visitors or TCDSB employees been charged with an infraction for smoking und... = Yes*

*Or 5. Have any students, visitors or TCDSB employees been charged with an infraction for smoking und... = Not sure*

b) How many infractions have you had for this 2021-2022 school year?

	Students	Visitors	TCDSB employees
Total per category:			

6. Have you had to call the Toronto Public Health Enforcement department for any concerns related to smoking or vaping on school/Board property?

- ☐ Yes
- ☐ No
- ☐ Not sure

*Display This Question:*

*If 6. Have you had to call the Toronto Public Health Enforcement department for any concerns related... = Yes*

*Or 6. Have you had to call the Toronto Public Health Enforcement department for any concerns related... = Not sure*

b) How many calls to the Toronto Public Health Tobacco Enforcement department have you had to make for this current school year?

---

7. Have you had any student discipline issues, this school year, related to smoking or vaping on school property?

- ☐ Yes
- ☐ No
- ☐ Not sure

---

*Display This Question:*

*If 7. Have you had any student discipline issues, this school year, related to smoking or vaping on... = Yes*

b) How many student discipline issues have you had to log into the Progressive Discipline Incident log for smoking or vaping for the 2021-2022 school year?

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8. Have you had any student suspensions (S.306 Conduct injurious to the moral tone of the school), this current year, for use of tobacco or vaping on school property?

- ☐ Yes
- ☐ No
- ☐ Not sure

---

*Display This Question:*

*If 8. Have you had any student suspensions (S.306 Conduct injurious to the moral tone of the school)... = Yes*

b) How many student suspensions (s.306 Conduct injurious to the moral tone of the school) have you had for the current school year?

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End of Block: Default Question Block

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Start of Block: Block 1



9. How do you communicate the Smoke & Vapour Free Space policy with the staff and students? (Select all that apply)

- ☐ Assemblies
  - ☐ Agenda books
  - ☐ Announcements
  - ☐ Newsletters
  - ☐ Twitter
  - ☐ Staff meetings
  - ☐ Emails
  - ☐ Other (please specify): \_\_\_\_\_
- 

10. Do you have any suggestions related to this particular policy that you would like to share?

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End of Block: Block 1

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## REPORT TO

## STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE

### ST. JOSEPH MORROW PARK

*“For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others.”*

*Romans 12: 4-5*

#### Drafted

May 16, 2022

G. Danfulani, Superintendent, Area 4

#### Meeting Date

May 26, 2022

#### INFORMATION REPORT

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**Mission:** *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



**MULTI-YEAR STRATEGIC PLAN**  
2022 - 2025

**IN GOD’S IMAGE:** Growing in Knowledge, with Justice and Hope



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Adrian Della Mora  
Associate Director of Academic  
Affairs & Chief Operating Officer

Derek Boyce  
Associate Director of Facilities,  
Business & Community Development

Ryan Putnam  
Chief Financial Officer & Treasurer

## **A. EXECUTIVE SUMMARY**

In response to a Board motion on May 12, 2022, this report provides Trustees with information pertaining to the name used for St. Joseph Morrow Park Catholic Secondary School.

## **B. PURPOSE**

In response to a Board motion on May 12, 2022, this report provides Trustees with information pertaining to the name used for St. Joseph Morrow Park Catholic Secondary School.

## **C. BACKGROUND**

1. TCDSB staff were contacted by the delegate regarding concerns with the name of the school as it appeared on the school's signage.
2. Staff engaged several stakeholders to understand the nature of the concern and history of the school's name.
3. Staff discovered that the school had the apostrophe 's' at the Tyndale site

## **D. EVIDENCE/RESEARCH/ANALYSIS**

The delegation to Committee – Corporate Services by the alumni executive of St. Joseph Morrow Park on May 12, 2022, sought to draw to the committee's attention an urgent need to restore the name to St. Joseph's Morrow Park to its new location. They stated that when the school re-opened at the new site in September 2021, the apostrophe 's' after the name St. Joseph had been omitted from the signage. They believed that the apostrophe 's' had been inadvertently dropped from the exterior signage of the building. They shared that the Catholic School Parent Council of St. Joseph Morrow Park voted unanimously to restore the name to St. Joseph's Morrow Park at their last meeting on Monday, April 25<sup>th</sup>.

Thereafter, staff undertook an investigation and consulted with some alumni of the school, a reverend sister of the order, the archivist, and the Archdiocese of Toronto.

The investigation revealed that the use of an apostrophe 's' does not change

the name of the school but denotes possession. An excerpt of the response from the Archdiocese of Toronto in reference to this matter is as stated below:

“For schools, however, I usually see them named not in the possessive tense... usually it is something like St. Thomas More School not St. Thomas More's School. Or Philip Pocock High School, not Philip Pocock's High School. Schools seem to be named in honor of a saint or person, but there does not seem to be the same notion of naming it for a patron who is looking after it. To that end, schools are sometimes named after living people, so there does not seem to be the same understanding as having a heavenly patron as in the case of a parish ...”

“In the case of a parish, it was noted that the protocol should include the possessive tense as the saint is assigned to the parish as its patron to look after it, and hence, St. Patrick’s Parish would make more sense than “St. Patrick Parish”. This does not apply in the same way for schools.”

Based on the information gathered by staff, some of the changes that will have to occur if the apostrophe ‘s’ is reinstated would be the exterior signage, interior signage where necessary, the school’s website, uniforms, etc. The cost of changing the exterior signage only (pylon sign and exterior wall sign) will be about \$12,000.00. It is important to note that most of these changes would have to be done over time.

## **E. CONCLUDING STATEMENT**

That the Board of Trustees provide direction as to the name of the school moving forward, based on information provided in this report.



## REPORT TO

STUDENT ACHIEVEMENT AND WELL  
BEING, CATHOLIC EDUCATION AND  
HUMAN RESOURCES COMMITTEE

## RECOMMENDATION REPORT FOR THE SPECIAL BOARD ADVISORY COMMITTEE ON RACE RELATIONS TERMS OF REFERENCE

*“For all of you are one in Christ Jesus.” Galatians 3:28*

## Drafted

May 16, 2022

## Meeting Date

May 26, 2022

Derek Chen – Superintendent of Equity, Diversity, Indigenous Education, and  
Community Relations

## RECOMMENDATION REPORT

**Vision:** *IN GOD’S IMAGE: Growing in  
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MULTI-YEAR STRATEGIC PLAN  
2022 - 2025

IN GOD’S IMAGE: Growing in Knowledge, with Justice and Hope



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Director of Education

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Derek Boyce  
Associate Director of Facilities,  
Business & Community Development

Ryan Putnam  
Chief Financial Officer & Treasurer

## **A. EXECUTIVE SUMMARY**

This report presents the Terms of Reference for the newly established Special Advisory Committee to the Board on Race Relations. It outlines the process by which they were created and recommends the approval by the Board of Trustees.

**The cumulative staff time required to prepare this report was 5 hours.**

## **B. PURPOSE**

1. To present the Terms of Reference for the Special Advisory Committee to the Board on Race Relations (Appendix A) and recommend approval by the Board of Trustees.

## **C. BACKGROUND**

1. On August 20, 2020, a motion was put forward and was passed that “the Board of Trustees establish a Race Relations Committee at the start (September) of the 2020-2021 school year with composition, terms and references that would be intentional, action-oriented, and outcome-focused, to address all the policies, issues and concerns of racialized communities and matters arising from acts of discrimination.”
2. Subsequently, at the Corporate Services meeting on March 10, 2022, a motion was carried indicating that “TCDSB Board of Trustees reconstitute a Special Board Advisory Committee on Race Relations with the existing Board approved membership i.e. the same Trustees, and selected external members, effective immediately. The terms of reference and composition would be intentional, action-oriented, and outcome-focused, to address all the policies, issues and concerns of racialized communities and matters arising from acts of discrimination. It will include monthly reporting or as appropriate with recommendations to the Board. A report to be submitted to the Board annually. The Director to provide Recording secretarial support staff for each meeting and other staff resources as needed.”
3. A working sub-committee was established at the first full meeting of the Committee held on March 31, 2022 to create the Terms of Reference for the Advisory Committee.
4. At the Meeting of the Committee held on May 4, 2022, the draft Terms of Reference was reviewed by the full committee. Input was incorporated as appropriate, and a new draft was reviewed at a Special Meeting of the Committee

held on May 11, 2022. The final draft of the Terms of Reference created at the meeting was ultimately approved by the Committee.

#### **D. EVIDENCE/RESEARCH/ANALYSIS**

1. The Terms of Reference for the Special Advisory Committee to the Board on Race Relations were developed by using the Terms of Reference for other Advisory Committees as a model.
2. Building upon the Terms of Reference of other Advisory Committees and given the Committee's status as a Special Advisory Committee, terms were added that reflect the priority of dismantling racism in all its forms, continuing to engender positive race relations, and implementing accountability measures.
3. A reduction in the number of Trustee members has been made in order to increase the voice of community members. However, this change will take place as of the first meeting of the new school year, which will occur after the Inaugural/Caucus meeting in November.
4. All other changes to the composition of the membership will take effect at the first meeting of the new school year.

#### **E. METRICS AND ACCOUNTABILITY**

1. The Special Advisory Committee to the Board on Race Relations will monitor the effectiveness of the Terms of Reference as they relate to the fulfilment of the committee's goals and objectives.
2. The Terms of Reference will be reviewed by the committee on a yearly basis.

#### **F. STAFF RECOMMENDATION**

Staff recommends the approval of the revised Terms of Reference for the Special Advisory Committee to the Board on Race Relations (Appendix A).

# **Toronto Catholic District School Board**

## **Special Board Advisory Committee on Race Relations**

### **Terms of Reference**

*“You are all one in union with Christ Jesus.” Galatians 3:28.*

#### **PREAMBLE**

The Toronto Catholic District School Board (TCDSB) is a diverse community and prides itself on “an inclusive learning community uniting home, parish and school and rooted in the love of Christ.” However, the board also acknowledges the nature of systemic racism and the barriers that result in an inequity of opportunity and outcomes for racialized and marginalized students.

Recognizing that action must be taken in order to dismantle all forms of racism, the TCDSB established the Race Relations Committee (hereinafter referred to as “Committee”) by a Resolution of the Board of Trustees at its Regular Meeting on August 20, 2020, and eventually as a Special Advisory Committee to the Board. The Committee’s mandate and objectives are to facilitate the implementation of the Ministry of Education’s Ontario Education Equity Action Plan and the TCDSB’s policies, strategies, and action plans, including but not limited to:

- the Multi-Year Strategic Plan (MYSP)
- the Equity Action Plan
- Catholic Equity and Inclusive Education Policy H.M. 24
- Employment Equity H.M.11

The Committee’s mandate and objectives are rooted in Catholic Gospel values, and aim to reinforce the Ontario Catholic School Graduate Expectations. The Committee is committed to complying with provisions of the *Ontario Human Rights Code*, *The Canadian Charter of Rights and Freedoms (Charter)*, and the TCDSB’s Code of Conduct. The Committee will also have regard to the Truth and Reconciliation Commission’s Calls to Action.

The Committee recognizes the role leadership must play in promoting equity, inclusion, anti-racism practices, and positive race relations, and seeks to ensure accountability of this essential role.

#### **MANDATE & OBJECTIVES**

The Committee shall:

- Uphold and integrate Catholic principles, teachings, and values in the promotion of race relations.
- Advise the Board of Trustees about ways to achieve and promote equity, diversity, inclusive education, and ways to dismantle systemic racism and discriminatory practices.
- Develop and recommend to the Board of Trustees policies and programs which will create an atmosphere conducive to harmonious community relations within the TCDSB.



- Communicate the needs and concerns of racialized communities to the Board.
- Be intentional, action-oriented, and outcome-focused to address all the policies, issues and concerns of racialized communities and matters arising from acts of discrimination
- Identify and address systemic causes of racial discrimination, disproportionalities facing racialized communities, harassment, bullying and hate against members of the TCDSB community.
- Frame advice that considers the intersection of Indigenous, racialized, and marginalized identities.
- Lead by example in the promotion of anti-racism and race relations.
- Educate the Board of Trustees, Committee members, and, as a result, other TCDSB stakeholders, to understand and address the impact of racism and systemic barriers.
- Support the implementation of the Ontario Ministry of Education's initiatives to combat all forms of systemic racism in education.

## **METHOD OF REPORTING**

The Committee shall:

- report to Board with recommendations as they pertain to procedural, governance, reporting issues, and all other matters which fall under the purview of the Special Advisory Committee on Race Relations on a monthly basis or as appropriate;
- submit an Annual Report;
- put forward policy recommendations by this committee which will be referred by Board to the Governance and Policy Committee for review; and,
- present reports of this Committee to the Board of Trustees through one of the Trustee members of this Committee.

## **RESOURCES TO BE PROVIDED**

- Superintendent of Equity, Diversity, Indigenous Education, and Community Relations or delegate
- Recording secretarial support
- Human Rights and Equity Advisor
- Other staff and technical resources as needed
- Aggregated data and other materials and resources as appropriate to assist the committee in assessing issues and reporting

## **ELECTION OF LEADERSHIP**

The Committee shall be led by a chairperson and vice-chairperson. The Committee shall elect a chairperson and vice-chairperson at the meeting immediately after the Trustee Caucus/Inaugural meeting. The chairperson shall be a Trustee and the vice-chairperson may be any member of the Committee. The term of the chairperson and vice-chairperson is two years.

The chairperson elected shall have the expertise and experience to bring forward concerns relevant to the larger stakeholder community of the TCDSB and have a dedication to promoting and fulfilling the principles, mandate and objectives of the Committee.

## COMPOSITION

The Committee should represent the racial/ethnic diversity and lived experience of the communities served by the TCDSB, and those who have an understanding of race relations and anti-racism. The Committee shall be comprised of a total of 14 voting members as follows:

- No more than two (2) Trustees
- Chair and Vice Chair of the Board of Trustees (*Ex-Officio*)
- No more than three (3) TCDSB students/alumni, only one (1) of whom may be a TCDSB graduate;
- No more than two (2) TCDSB parents/guardians;
- No more than two (2) TCDSB staff;
- One (1) Indigenous community member; and,
- No more than four (4) community members [one (1) of whom shall be a member of the Roman Catholic clergy/a Religious Order; the position shall remain empty when no suitable candidate is available and will not count towards quorum.]

## QUORUM

Shall be a majority of the members, not including the *Ex-Officio* members.

## TERMS

All members are to serve for a period of two (2) academic years. New applicants must submit an [application form](#) which will be subject to the above-noted criteria, and which will be reviewed by Board staff (or Board staff and CSLIT Student Leadership Advisor in the case of student representatives) and a recommendation made to the Board of Trustees for consideration and a final decision. Terms shall begin with the meeting immediately following the Trustees' Inaugural Meeting. No member may serve more than two consecutive terms. In the event of a vacancy, the Board shall appoint a replacement to complete the term.

## MEETINGS

Meetings of the Committee shall be held a minimum of six (6) times (November to November), or as deemed necessary. The first regular meeting shall be convened no later than two (2) weeks after the appointment of members. Meetings shall be no longer than two (2) hours with possibility of extensions (see "Rules of Order", section 'x'). All agenda items exceeding this time limit shall automatically be deferred and dealt with as urgent business at the beginning of the next regular meeting of the Committee. Decisions will be made by a simple majority of the members present at each meeting. In the event a committee member is absent from three (3) consecutive meetings without good cause, their position shall be declared vacant.

## **AGENDA**

The agenda for all meetings of the Committee is to be prepared by TCDSB staff in consultation with the Committee's Chairperson. The agenda shall be sent to each Committee member at least five (5) days before each regular committee meeting, and if possible, at least one (1) day before an emergency meeting.

The order of business, unless otherwise ordered, shall be:

1. Call to Order
2. Opening Prayer
3. Land Acknowledgement
4. Roll Call and Apologies
5. Approval of the Agenda
6. Approval and Signing of the Minutes of the Previous Meeting
7. Consideration of Agreed Thematic Issues (which may include a presentation as determined) and/or of any Urgent Matters Referred to the Committee
8. Updating of the Thematic List of Pending Discussions
9. Adjournment

## **RULES OF ORDER**

- i. All decisions of The Committee shall be by motions which must be moved, seconded, and stated from the Chair prior to any debate.
- ii. A simple majority in favour, unless otherwise stated herein, shall be required. In the event of an equality of votes on any issue, the matter is lost and the motion is not passed.
- iii. All votes will be by show of hands or voice vote, unless a member requests a secret ballot.
- iv. No member will speak to a question once it has been decided.
- v. The Chair shall be privileged to debate all questions on calling another member to the Chair.
- vi. If two or more members wish to speak at the same time, the Chair shall decide who may speak first.
- vii. A motion should be in writing and emailed to the Recording Secretary and to any member who requests it.
- viii. When a member is called to order, he or she will not speak until the Chair has made a ruling.
- ix. An appeal to the meeting from the ruling of the Chair shall at all times be in order provided that it is seconded by another member. In the event of an appeal, the Chair shall say: "The ruling of the Chair has been appealed. Is it the will of the meeting that the ruling of the Chair shall be the decision of the meeting?" but shall not otherwise speak to the appeal. A 2/3 vote of the members shall be required to overturn the ruling of the Chair.
- x. The business of the meeting shall not exceed two hours, except by the vote of a majority of the members present. No motion to extend business shall be permitted, but at the expiration of time for business, the Chair shall interrupt the business and put the question: "Is it the will of the meeting to extend business for 15 minutes?". The meeting will vote

immediately without debate. No more than two such extensions shall be permitted. In the event that no extension is agreed, the matter under debate shall stand deferred to the next meeting.

- xi. The Committee may determine additional rules of order to be used at all meetings of the Committee at the first meeting, provided that they are circulated in writing to all of the members of the Committee.
- xii. The current edition of *Robert's Rules of Order (Newly Revised)* shall be the authority to decide all questions not provided for in these Rules or adopted per Section xi) (above).

## **VOTING**

All members are to have voting privileges.

## **SUB-COMMITTEES**

The Committee may establish sub-committees as required, including those aimed at designing anti-racism programs and improving race relations at all levels of the TCDSB. Membership shall be appointed by the Committee. Non-committee members may act as a resource to the sub-committee.

## **GLOSSARY**

All terms (except for “Lived Experience”) taken from the Canadian Race Relations Foundation.

<https://www.crrf-fcrr.ca/en/resources/glossary-a-terms-en-gb-1>

- Anti-Racism: An active and consistent process of change to eliminate individual, institutional and systemic racism.
- Human Rights: In Canada, human rights are protected by federal, provincial and territorial laws. The Canadian Human Rights Act and provincial/territorial human rights codes protect individuals from discrimination and harassment in employment, accommodation and the provision of services. The Canadian Charter of Rights and Freedoms protects every Canadian's right to be treated equally under the law. The Charter guarantees fundamental freedoms such as (a) freedom of conscience and religion; freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication; freedom of peaceful assembly; and freedom of association.
- Indigenous: First used in the 1970's, when Aboriginal peoples worldwide were fighting for representation at the U.N., this term is now frequently used by academics and in international contexts (e.g., the United Nations Declaration of the Rights of Indigenous Peoples). Indigenous is understood to mean the communities, peoples, and nations that have a historical continuity with pre-invasion, pre-settler, or pre-colonial societies that developed on their territories, as distinct from the other societies now prevailing on those territories (or parts of them). Can be used more or less interchangeably with “Aboriginal,” except when referring specifically to a Canadian legal context, in which case “Aboriginal” is preferred, as it is the term used in the Constitution.
- Individual Racism: Individual racism is structured by an ideology (set of ideas, values and beliefs) that frames one's negative attitudes towards others; and is reflected in the

willful, conscious/unconscious, direct/indirect, or intentional/unintentional words or actions of individuals. This is one of the three levels that make up Systemic Racism.

- Institutional Racism: Institutional racism exists in organizations or institutions where the established rules, policies, and regulations are both informed by, and inform, the norms, values, and principles of institutions. These in turn, systematically produce differential treatment of, or discriminatory practices towards various groups based on race. It is enacted by individuals within organizations, who because of their socialization, training and allegiance to the organization abide by and enforce these rules, policies and regulations. It essentially maintains a system of social control that favours the dominant groups in society (status quo). This is one of the three levels that make up Systemic Racism.
- Intersectionality: The experience of the interconnected nature of ethnicity, race, creed, gender, socio-economic position etc., (cultural, institutional and social), and the way they are imbedded within existing systems and define how one is valued.
- Lived Experience: The things that someone has experienced themselves, especially when these give the person a knowledge or understanding that people who have only heard about such experiences do not have (definition taken from the Cambridge Dictionary)
- Marginalization: With reference to race and culture, the experience of persons outside the dominant group who face barriers to full and equal participating members of society. Refers also to the process of being “left out” of or silenced in a social group.
- Ontario Human Rights Code: The Code, the first in Canada, was enacted in 1962. The Code prohibits actions that discriminate against people based on a protected ground in a protected social area.
- Racialization: The process through which groups come to be socially constructed as races, based on characteristics such as race, ethnicity, language, economics, religion, culture, politics, etc.
- Structural racism: Structural or Societal Racism pertains to the ideologies upon which society is structured. These ideologies are inscribed through rules, policies and laws; and represents the ways in which the deep rooted inequities of society produce differentiation, categorization, and stratification of society's members based on race. Participation in economic, political, social, cultural, judicial and educational institutions also structure this stratification (Carl James, 2010). This is one of the three levels that make up Systemic Racism.
- Systemic racism: This is an interlocking and reciprocal relationship between the individual, institutional and structural levels which function as a system of racism. These various levels of racism operate together in a lockstep model and function together as whole system. These levels are:
  - Individual (within interactions between people)
  - Institutional (within institutions and systems of power)
  - Structural or societal (among institutional and across society)

Please see Individual Racism, Institutional Racism, and Structural/Societal Racism

## 2022 CALENDAR OF ANNUAL REPORTS & POLICY METRICS

A = Annual Report

P = Policy Metric Report

Q = Quarter Report

#	Due Date	Committee/Board	Subject	Responsibility of
1	January (A)	Student Achievement	Mental Health Report	Associate Director Academic Services
2	January (P)	Student Achievement	A.35 Accessibility Standards Policy Metric	Associate Director Academic Services
3	February (P)	Student Achievement	S. 19 External Research Policy Metric	Associate Director Academic Services
4	March (A)	Student Achievement	Annual EPAN Schools Funding Allocation	Chief Financial Officer and Treasurer
5	March (A)	Student Achievement	Ministry Funding Announcement – Provincial Program Priorities	Chief Financial Officer and Treasurer
6	March (A)	Student Achievement	The Angel Foundation for Learning Annual Report and Presentation	Associate Director Academic Services
7	April (A)	Student Achievement	Non-Resident VISA Student Fees	Associate Director Academic Services
8	May (A)	Student Achievement	Ratification of Student Trustee Nominees	Associate Director Academic Services
9	June (P)	Student Achievement	B.B.04 Smoke & Vapour Free Policy Metric	Associate Director Academic Services
10	September (A/P)	Student Achievement	Annual Safe Schools Report and S.S.12 Fresh Start Policy Metric	Associate Director Academic Services
11	September (P)	Student Achievement	H.M. 40 Fair Practice in Hiring and Promotion Policy Metric	Associate Director Academic Services
12	September (A)	Student Achievement	Community Advisory Committees Report	Associate Director Academic Services
13	September (P)	Student Achievement	T.07 Community Engagement Policy Report	Director of Education
14	September (P)	Student Achievement	A.37 Communications Policy Metric	Director of Education

## 2022 CALENDAR OF ANNUAL REPORTS & POLICY METRICS

15	October (A)	Student Achievement	Student Trustees: Voices that Challenge - CSLIT	Associate Director Academic Services
16	October (A)	Student Achievement	International Languages Program Report	Associate Director Academic Services
17	October (A)	Student Achievement	Annual EQAO and OSSLT Assessments Report	Associate Director Academic Services
18	October (A/P)	Student Achievement	S.22 Religious Accommodation Policy Report and S.S.02 Opening or Closing Exercises Policy Report (combined)	Associate Director Academic Services
19	October (A)	Student Achievement	Board Improvement & Equity Plan (BIEP)	Associate Director Academic Services
20	November (A)	Student Achievement	K-12 Professional Development Plan for Student Achievement and Well-Being	Associate Director Academic Services
21	November (A)	Student Achievement	CPIC Annual Report	Associate Director Academic Services
22	November (P)	Student Achievement	Elementary Catholic School Leadership Impact Team Report ECSLIT	Associate Director Academic Services
23	November (P)	Student Achievement	S.24 Combined (Split) Grade Classes for Elementary Schools Policy Report	Associate Director Academic Services
24	December (A/P)	Student Achievement	Accountability Framework for Special Education and S.P.01 Special Education Programs and Services Policy Metric	Associate Director Academic Services
25	December (P)	Student Achievement	S.10 Catholic School Parent Council Policy Metric	Associate Director Academic Services
26	December (A)	Student Achievement	Staff CPIC Annual Report	Associate Director Academic Services

# STUDENT ACHIEVEMENT AND WELL BEING

## PENDING LIST TO MAY 26, 2022

#	Date Requested & Committee/ Board	Report Due Date	Destination of Report Committee/ Board	Subject	Delegated To
1.	March-2022 Student Achievement	TBC	Student Achievement	Received and referred to Staff to come Back with a report as soon as possible. <b>(Delegation from Jennifer Di Francesco regarding Right to Read Inquiry Human Rights Commission)</b>	Director of Education & Associate Director of Academic Affairs and Chief Operating Officer