

TCDSB AFRICAN-CANADIAN ADVISORY COMMITTEE
COMMUNITY MEMBER: KIRK MARK, M.ED.
AUGUST 20, 2020
DELEGATION TO THE BOARD OF TRUSTEES
VIRTUAL MEETING
7:00 P.M.

GOOD EVENING TRUSTEES, STAFF AND VIRTUAL PARTICIPANTS: MY NAME IS KIRK MARK. I AM RETIRED AND A THE FORMER SENIOR COORDINATOR OF TCDSB'S COMMUNITY RELATIONS DEPARTMENT.

FIRST, IN ADDITION TO GIVING THANKS AND PRAISE TO OUR INDIGENOUS COMMUNITIES ON WHOSE LAND WE STAND, WE THANK OUR AFRICAN ANCESTORS DURING THIS EMANCIPATION MONTH, FOR THEY HAVE GIVEN AND SACRIFICED MUCH, SO THAT WE CAN PROSPER.

SECONDLY, THE PURPOSE OF THIS DELEGATION IS TO DRAW ATTENTION TO SYSTEMIC ANTI-BLACK RACISM IN TCDSB AND PROVIDE A FEW RECOMMENDATIONS.

COVID-19 HAS REVEALED ANOTHER PANDEMIC - THE PANDEMIC OF ANTI-BLACK, AS WELL AS ANTI-INDIGENOUS RACISM, THAT HAS BEEN ILLUSTRATED IN VARIOUS MEDIA IN CANADA AND THE US FROM THE GEORGE FLOYDS TO THE REGIS KORSHINSKI-PACQUETS OF THE WORLD.

IN 1984, THE THEN METROPOLITAN SEPARATE SCHOOL BOARD WAS THE FIRST ENTITY IN CANADA TO DEVELOP AND IMPLEMENT A RACE AN ETHNIC RELATIONS AND MULTICULTURALISM POLICY. THIS WAS FOLLOWED BY THE CREATION OF THE 1995 ANTI-RACISM AND ETHNOCULTURAL EQUITY: POLICY AND GUIDELINES. LATER, THE 2008 EQUITY AND INCLUSIVE EDUCATION POLICY CAME IN BEING AND AT PRESENT THE 2017 ONTARIO'S EDUCATION EQUITY ACTION PLAN IS IN EXISTENCE.

WE HAVE AN ORIGINAL MEMBER, WHO HAS BEEN INVOLVED IN MANY OF THESE PHASES, DEPUTING TODAY. TOGETHER WITH COLLEAGUES, WE ARE SHOCKED AND DISMAYED THAT TCDSB, AS A CATHOLIC LEARNING INSTITUTION WITH ALL ITS EQUITY HISTORY AND CHRISTIAN TENETS, HAS ALLOWED THESE OUTCOMES

OF ANTI-BLACK AND ANTI-INDIGENOUS RACISM TO PERPETUATE, AS EXPERIENCED BY STAFF AND STUDENTS IN RECENT MEDIA REPORTS AND COMMUNITY OUTREACH.

MOVING THE AGENDA FORWARD, AS PART OF THE SOLUTION, I RECOMMEND THAT THE FOLLOWING BECOME MOTIONS FOR THE 2020-2021 SCHOOL YEAR:

1. THAT TCDSB CREATE AND IMPLEMENT A POLICY TO COMBAT ANTI-BLACK RACISM WITH GUIDELINES FOR THE SYSTEMIC REFORMS, AS WELL AS STRENGTHEN THE AFRICAN CANADIAN ADVISORY COMMITTEE WITH HUMAN AND FINANCIAL RESOURCES.
2. THAT TCDSB OPERATIONALIZE THE MINISTRY OF EDUCATION'S EIGHT AREAS OF FOCUS ,CONTAINED IN THE EQUITY AND INCLUSIVE EDUCATION STRATEGY, INCLUSIVE OF MINISTRY OBJECTIVES, ACTION PLANS, EXPECTED OUTCOMES, RESOURCES, TIMELINES, RESPONSIBILITY, ACCOUNTABILITY, AND REPORTING.
3. THAT THE OFFICE OF HUMAN RIGHTS AND EQUITY ADVISOR BE ENHANCED BY WAY OF AN INVESTMENT IN ADDITIONAL HUMAN AND FINANCIAL RESOURCES, TOGETHER WITH INVESTIGATIVE, REMEDIAL, CORRECTIVE AND CONSEQUENTIAL POWERS, ALONG WITH THE VETTING OF SYSTEM-WIDE INITIATIVES TO ASSIST IN COMBATTING ANTI-BLACK RACISM.
4. THAT TCDSB REVIEW THE LEADERSHIP OF SCHOOLS BY TAKING CORRECTIVE ACTION IN STAFFING TO ADDRESS THE NEEDS OF SCHOOL COMMUNITIES, INCLUDING OUTCOMES IN ADDRESSING ANTI-BLACK RACISM, AS PART OF PERFORMANCE APPRAISALS.
5. THAT TCDSB ENGAGE ALL TRUSTEES AND STAFF IN PROFESSIONAL LEARNING ON HOW TO RECOGNIZE AND COUNTER ANTI-BLACK AND ANTI-INDIGENOUS RACISM, COMMENCING IN THE 2020-2021 SCHOOL YEAR.
6. THAT TCDSB UTILIZE FUNDS, PROVIDED BY THE ANTI-RACISM SECRETARIAT, TO COLLECT STUDENT AND STAFF DATA, WHILE LIAISING WITH COMMUNITY ORGANIZATIONS TO ASSIST WITH THIS WORK, AND NOT AWAIT THE 2023 DEADLINE.