

STATEMENT OF PRINCIPLE

The Toronto Catholic District School Board's African Canadian Advisory Committee is committed to advancing the interests of students, parents, staff and stakeholders within the African Diaspora. The group has a strong desire to ensure success in areas of Black student achievement and well-being, Black parental engagement, and Black staff development within the operations of Catholic educational service delivery, based on data that enhances culturally relevant and responsive pedagogical practices. The ACAC believes that the development and implementation of the Ministry of Education's eight (8) Areas of Focus, contained in the Equity and Inclusive Education Strategy, is an appropriate conduit to navigate the challenges of a school board in its attempt to address the needs of the African Diaspora.

Introduction

We are fortified by the knowledge that we are descendants of the original inhabitants of the world, Africans. We claim this glorious ancestry with pride. We are also profoundly aware that the enslavement of our ancestors by Europeans was a brief but hugely significant and impactful aspect of our history. The lasting legacies of the enslavement of our ancestors and their concomitant injuries which include colonization, miseducation, intergenerational trauma and racism, have had a devastating and recurring impact upon us – continental and diasporic Africans.

We therefore acknowledge those of us who came to Canada involuntarily, particularly as a result of the Trans-Atlantic Slave trade. And so, we honor and pay tribute to the ancestors and those of African origin and descent

Toronto Catholic District School Board (TCDSB)
African Canadian Advisory Committee (ACAC)
Terms of Reference

Preamble

The African-Canadian Coalition of Community Organizers (ACCO) is an umbrella organization representing, and open to, a number of groups within the African-Canadian community. Formed in 2012 to address historic anti-Black systemic racism and oppression and the disproportionate killings and incarceration of African Canadian youth, the ACCO engaged School Boards, Ministry of Education and other Ministries and institutions to assist them in dealing with this crisis. The ACCO is convinced that the success of African Canadian youth in the school system and the African Canadian Advisory Committee to the Toronto Catholic District School Board, depends upon special status given to that committee by the TCDSB. In this age of the International Decade of People of the African diaspora, the TCDSB must look carefully and deliberately at the oppressive systems perpetuated within this institution and have clear decisive actions to repair the harm done to members of the African Canadian community within the institution. The TCDSB and the Community as the TCDSB African Canadian Advisory Committee working together to that end, will have an extremely positive impact on the lives of African Canadian youth, and will enhance their ability to become productive citizens contributing to the growth and development of society.

Members of the ACCO first populated the community component of the TCDSB African Canadian Advisory Committee (ACAC) in 2015 and continue the recruitment of community participants on an ongoing basis from not only the ACCO, but from the African Canadian community at large.

The African Canadian Advisory Committee shall have the responsibility for advising the Board of Trustees of the Toronto Catholic District School Board on matters pertaining to the following:

- a) Ensuring a critical analysis and evaluation of the effectiveness of initiatives taken to improve the academic success of students of African Canadian heritage;
- b) Assisting in the implementation and advancement of best practices annually adjusting to community concerns and recommendations, to foster equitable educational outcomes and greater student achievement for students of African Canadian heritage;
- c) Expecting the TCDSB to commit resources and support to improve student success in the African Canadian community;
- d) Providing educational programming and advocacy that positively and proactively links African Canadian families to the education system;
- e) Furthering support and enhancing African Canadian heritage, history and arts within the many different ethno-cultural groups represented within TCDSB;

- f) To work in partnership with African Canadian groups and other ethno-cultural organizations in supporting equity and diversity within Catholic social teachings; and
- g) Reviewing the effectiveness of applied strategies and amend, where necessary, to address current realities for effective system-wide improvement.

5 Year Implementation Plan

In all actions taken in the implementation Plan, Board staff and the community component of the ACAC shall work together to develop and carry out activities. When necessary, Board staff will carry out specific duties as assigned by the Director.

Year 1: 2020-2021

- Distribute the 5-year implementation plan throughout TCDSB
- Schedule in-services on combatting Anti-Black Racism for all staff
- Engage local parent committees to apprise and educate on combatting Anti-Black Racism
- Develop and implement culturally relevant and responsive pedagogical modules to improve African Canadian student achievement and well-being
- Promote the development and implementation of the Ministry of Education's Equity and Inclusive Education Strategy – 8 Areas of Focus – for system-wide reform.
- Inform student, staff and parent stakeholder of progress by way of a semi-annual newsletter, inclusive of contact person(s) to resolve issues
- Development of an African Canadian Staff Association
- Development of an African Canadian Parent Association in Catholic Education

Year 2: 2021-2022

- Conduct an evaluation of Year 1 activities, inclusive of outcomes involving scheduled in-services (participant evaluations) for student, staff and community stakeholders
- Develop a Report to Board (Trustees), inclusive of outcomes of Year 1 activities, through assessment and evaluation, as well as the development and implementation of the 8 Areas of Focus, and adjusted plan for change, and obtain approval
- Share Report to Board on system-wide communication devices.
- Share Report to Board with parent stakeholders by way of a townhall meeting
- Continue to develop and implement culturally relevant and responsive pedagogical modules to improve African Canadian student achievement and well-being.

- Explore, determine, implement and enhance strategies for system-wide improvement and reform.
- Inform student, staff and parent stakeholders of progress by way of a semi-annual newsletter, inclusive of contact person(s) to resolve issues

Year 3: 2022-2023

- Continue and expand the initiatives of Year 2
- Develop a Report to Board (Trustees), inclusive of outcomes of Year 2 activities, through assessment and evaluation and adjusted plan for change, and obtain approval
- Share Report to Board on system-wide devices
- Share Report to Board with parent stakeholders by way of a townhall meeting
- Continue to develop and implement culturally relevant and responsive pedagogical modules to improve African Canadian student achievement and well-being.
- Schedule and implement the following conferences to provide feedback on system-wide progress and development: a) Student Conference b) Staff Conference c) Parent and Stakeholder Conference
- Inform student, staff and parent stakeholders of progress by way of a semi-annual newsletter, inclusive of contact(s) to resolve issues

Year 4: 2023-2024

- Continue and expand the initiatives of Year 3
- Develop a Report to Board (Trustees), inclusive of outcomes of Year 3 activities, through assessment and evaluation, and adjusted plan for change, and obtain approval
- Share Report to Board on system-wide devices
- Share Report to Board with parent stakeholders by way of a townhall meeting
- Continue to develop and implement culturally relevant and responsive pedagogical modules to improve African Canadian student achievement and well-being.
- Inform student, staff and parent stakeholders of progress by way of a semi-annual newsletter, inclusive of contact(s) to resolve issues

Year 5: 2024-2025

- Review the effectiveness and outcomes of Years 1-4 by way of an evaluation
- Revise, modify and conduct a system review

- Develop a Report to Board (Trustees) with outcomes inclusive of system-wide evaluations, and adjusted plan for change, and obtain approval
- Share Report to Board by way of system-wide devices
- Share Report to Board with parent stakeholders by way of a townhall meeting
- Continue to develop and implement culturally relevant and responsive pedagogical modules to improve African Canadian student achievement and well-being.
- Schedule a 2025-2030 5-Year Plan with the above implementation steps
- Inform student, staff and parent stakeholders of progress by way of a semi-annual newsletter, inclusive of contact(s) to give their input on future activities and resolve issues.

Composition of African Canadian Advisory Committee

The African Canadian Advisory Committee (ACAC) shall be comprised of twenty (18) appointed members and all Community positions are voluntary.

Board Representatives (9)

- 1 Trustee
- 1 Superintendent of Equity and Inclusive Education
- 1 Human Rights Advisor
- 1 African Canadian Community Relations Officer
- 3 African Canadian Academic Staff
- 2 African Canadian TCDSB Secondary Students

Community Representatives (9)

- 2 Members from the ACCO
- 2 Members from the African Canadian Community at large
- 1 African Canadian TCDSB graduate
- 1 Current TCDSB Parent of African descent
- 3 Members from the African Canadian Diasporic organizations

N.B. In the event of a tied vote on business arising, the Director of Education (or designate) shall act.

Leadership and Guidance

The African Canadian Advisory Committee shall have a TCDSB Co-Chairperson and a Community Co-Chairperson to ensure due process, leadership and effective functioning of the Committee. Agendas will be prepared by the co-chairs.

Terms of Service

All members of the TCDSB African Canadian Advisory Committee shall have a maximum appointment of two consecutive terms: the first term for two years and the second for three years to provide an overlap of knowledge and experience as sanctioned of this Committee. In the event that a Member is absent without just cause for three consecutive meetings, the Committee shall determine a replacement for said Member.

The Committee shall meet for a minimum of eight (8) times per school year at the discretion of Committee Members in accordance with the designated goals and objectives and at a time convenient to the community component of the committee. Committee Meetings will either be in person or by tele-conferencing. Quorum for Committee Meetings will be 50% plus one of the Committee Members. The assigned staff shall meet with Members of the Committee, as often as necessary, in order to achieve the objectives arising from action plans.

Reporting Responsibilities

The TCDSB African Canadian Advisory Committee shall be accountable to the TCDSB and the African Canadian Community by providing reports and information on the outcomes of their work, inclusive of an Annual Work Plan presented to the Board of Trustees.