



## 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  
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**

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).