

OUR 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.

OUR VISION

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



**MINUTES OF THE SPECIAL BOARD ADVISORY COMMITTEE ON
RACE RELATIONS MEETING**

PUBLIC SESSION

TUESDAY, JANUARY 31, 2023

Trustees:

G. Tanuan, Chair
M. Rizzo, Vice-Chair – Virtual
N. Crawford, Ex-Officio
M. de Domenico – Virtual
A. Kennedy

External Members:

M. Largo, Parent Representative, – Virtual
A. Parsons, Community Representative – Virtual
E. Rodrigues - Virtual
A. Santiago, Staff Representative – Virtual
H. Suite - Virtual
A. Welsh-Knight - Virtual

Staff:

A. Della Mora
R. Fernandes
L. Latham
R. Peterson

S. Harris, Recording Secretary
S. Hinds-Barnett, Assistant Recording Secretary

External Guest:

A. Robertson, Parliamentarian

4. Roll Call and Apologies

Trustee D'Amico, Tony San Juan and Joshua Singh were absent.

5. Approval of the Agenda

MOVED by Trustee Kennedy, seconded by Trustee Crawford, that the Agenda be approved.

MOVED in AMENDMENT by Marissa Largo, seconded by Aileen Santiago, that Item 7e) Systematic Collection of Students'/Staff Racial Data be added.

Results of the Vote taken on the AMENDMENT, as follows:

In Favour

Opposed

Trustee Crawford
Trustee de Domenico
Trustee Kennedy
M. Largo
A. Parsons
E. Rodrigues
A. Santiago
H. Suite
Trustee Tanuan
A. Welsh-Knight

The AMENDMENT was declared

CARRIED

Trustee Rizzo did not vote/respond.

Results of the Vote taken on the Motion, as amended, as follows:

In Favour

Opposed

Trustee Crawford
Trustee de Domenico
Trustee Kennedy
M. Largo
A. Parsons
E. Rodrigues
A. Santiago
H. Suite
Trustee Rizzo
Trustee Tanuan
A. Welsh-Knight

The Motion, as amended, was declared

CARRIED

6. Approval and Signing of Minutes of the Previous Meeting

MOVED by Trustee Kennedy, seconded by de Domenico, that the Minutes of the Meeting held November 29, 2022 be approved.

The Motion was declared

CARRIED

7. Consideration of Agreed Thematic Issues

MOVED by Trustee Crawford, seconded by Aileen Santiago, that Item 7a) be adopted as follows:

- 7a) Establish Staff/Special Board Advisory Committee on Race Relations Strategic Framework Working Committee on Fair Representation, Hiring and Promotion of Ethnic Minorities** received.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustee Crawford
Trustee de Domenico
Trustee Kennedy
M. Largo
A. Parsons
E. Rodrigues
A. Santiago
H. Suite
Trustee Tanuan
A. Welsh-Knight

The Motion was declared

CARRIED

Trustee Rizzo did not vote/respond.

MOVED by Helena Suite, seconded by Aileen Santiago, that Item 7b) be adopted as follows:

- 7b) Feedback from the Equitable Recruitment and Hiring Practices Presentation at the September 22, 2022 Meeting** received.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustee Crawford
Trustee de Domenico
Trustee Kennedy
M. Largo
A. Parsons
E. Rodrigues
A. Santiago
H. Suite
Trustee Rizzo
Trustee Tanuan
A. Welsh-Knight

The Motion was declared

CARRIED

Time for business expired.

It was the will of the Assembly for time to be extended, as per Article 12.6 of the Toronto Catholic District School Board's (TCDSB) By-law, by 15 minutes.

MOVED by Trustee Crawford, seconded by Trustee Rizzo, that Item 7c) be adopted as follows:

- 7c) Community Engagement and Review/Modify Applicable Board Policies - Review Policy A.33 - Guidelines for Trustees, Parents and Staff in Addressing School Related Concerns and other related Policies e.g. Policy H.M.11 - Employment Equity, Policy H.M.24 - Catholic Equity and Inclusive Education and Policy H.M.40 - Fair Practice in Hiring and Promotion received.**

Time for business expired.

It was the will of the Assembly for time to be extended, as per Article 12.6 of the TCDSB's By-law, by 15 minutes.

MOVED in AMENDMENT by Trustee Kennedy, seconded by Trustee Crawford, that the Special Board Advisory Committee on Race Relations recommend to the Board that Policy A.33 Guidelines for Trustees, Parents and Staff in Addressing School Related Concerns is applied, and that feedback be obtained from those who have participated in the policy at any step of the process; and

That the data collected be included in Metrics and Evaluation.

Results of the Vote taken on the AMENDMENT, as follows:

In Favour

Trustee Crawford
Trustee de Domenico
Trustee Kennedy
M. Largo
A. Santiago
Trustee Rizzo
Trustee Tanuan
A. Welsh-Knight

Opposed

A. Parsons
H. Suite

The AMENDMENT was declared

CARRIED

Eunice Rodrigues did not vote/respond.

MOVED in AMENDMENT by Trustee Crawford, seconded by Helena Suite, that the discussion on Policy A.33 Guidelines for Trustees, Parents and Staff in Addressing School Related Concerns be received, and that the following be

referred back to the Board of Trustees and Staff for consideration in the next scheduled policy review through the Governance and Policy Committee:

1. That in the Guiding Principles section on page 5 of 8 Item d) “procedural fairness” be fleshed out with more description; and
2. That access to the Human Rights (HR) Equity Advisor and other Staff identified by the HR and Equity Advisor be considered so that parents experiencing discrimination have a resource person to consult for counsel and/or resources.

MOVED in AMENDMENT to the AMENDMENT by Trustee Rizzo, seconded by Trustee de Domenico, that the Ontario Ombudsman be included as a resource.

Results of the Vote taken on the AMENDMENT to the AMENDMENT, as follows:

In Favour

Trustee de Domenico
Trustee Kennedy
M. Largo
A. Santiago
Trustee Rizzo
Trustee Tanuan

Opposed

Trustee Crawford
A. Parsons
H. Suite

The AMENDMENT to the AMENDMENT was declared

CARRIED

Eunice Rodrigues and Alissa Welsh-Knight did not vote/respond.

Results of the Vote taken on the AMENDMENT, as follows:

In Favour

Opposed

Trustee Crawford
Trustee Kennedy
M. Largo
A. Parsons
A. Santiago
H. Suite
Trustee Rizzo
Trustee Tanuan

The AMENDMENT was declared

CARRIED

Eunice Rodrigues and Alissa Welsh-Knight did not vote/respond.

MOVED in AMENDMENT by Aileen Santiago, seconded by Trustee Rizzo, that under “Guidelines for Principals” on page 38 guideline h) be added to read: Ensure that parents and stakeholders are aware of the A.33 Policy and the resources available to support them.

Results of the Vote taken on the AMENDMENT, as follows:

In Favour

Opposed

Trustee Crawford
Trustee Kennedy
M. Largo
A. Santiago
Trustee Rizzo
Trustee Tanuan

A. Parsons
H. Suite

The AMENDMENT was declared

CARRIED

Trustee de Domenico, Eunice Rodrigues and Alissa Welsh-Knight did not vote/respond.

Results of the Vote taken on the Motion, as amended, as follows:

In Favour

Trustee Crawford
Trustee Kennedy
M. Largo
A. Santiago
Trustee Rizzo
Trustee Tanuan

Opposed

A. Parsons
H. Suite

The Motion, as amended, was declared

CARRIED

Trustee de Domenico, Eunice Rodrigues and Alissa Welsh-Knight did not vote/respond.

MOVED by Trustee Kennedy, seconded by Trustee Rizzo, that the Items not discussed be deferred to the February 23, 2023 Special Board Advisory Committee on Race Relations meeting.

Results of the Vote taken, as follows:

In Favour

Opposed

Trustee Crawford
Trustee Kennedy
M. Largo
A. Parsons
H. Suite
A. Santiago
Trustee Rizzo
Trustee Tanuan

The Motion was declared

CARRIED

Trustee de Domenico, Eunice Rodrigues and Alissa Welsh-Knight did not vote/respond.

ITEMS AS CAPTURED IN ABOVE MOTION

- 7c) Community Engagement and Review/Modify Applicable Board Policies
- Review of policies H.M.11 - Employment Equity, H.M.24 – Catholic Equity and Inclusive Education and H.M.40 - Fair Practice in Hiring and Promotion;
- 7d) People for Education - A progress report on Anti-Racism Policy across Canada;
- 7e) Systematic Collection of Students’/Staff Racial Data;
- 8a) Policy and Protocols dealing with Topics of Interest (Verbal) - Trustee Tanuan; and

- 8b) Employment Equity Diversity Workshops (Respect, Equity, Diversity and Inclusion [REDI]) to Promote a Positive and Supportive Environment (Verbal) - Trustee Tanuan

9. **Adjournment**

MOVED by Trustee Crawford, seconded by Trustee Kennedy, that the meeting be adjourned.

Results of the Vote taken, as follows:

In Favour

Trustee Crawford
Trustee Kennedy
M. Largo
A. Parsons
H. Suite
A. Santiago
Trustee Rizzo
Trustee Tanuan

Opposed

The Motion was declared

CARRIED

Trustee de Domenico, Eunice Rodrigues and Alissa Welsh-Knight did not vote/respond.

SECRETARY

CHAIR