



Minutes of the Equity and Inclusivity Task Force (TF) of the Lester B. Pearson School Board  
Meeting

Held On-Line

October 23, 2020 19h:00

Chaired by Dr. Myrna Lashley

Present:

Sharad Bhargava  
Tiffany Callender  
Natalie Constant  
Lisa Davis Mancini  
Andrew Henry  
Sabi Hinkson  
Carol James  
Colin Jamieson  
Kemba Mitchell  
Wusua Mitchell  
Fariha Naqvi Mohamed  
Matthew Pike  
Finn Poirier  
Thomas Rhymes  
Felix Robitaille  
Shari Waldrich  
Nimalan Yoganathan

Absent:

Khobee Gibson

The Chair called the meeting to order at 19h:00 and welcomed the members to the meeting.

The Chair reiterated that the TF confidentiality agreement has to do with the communication with citizens. In that, it is appropriate to communicate with colleagues or peers in regards to gathering evidence-based literature to support TF research.

The Chair reminded the TF that the reports must be evidence-based, articles and research information is available to the group, and can be located in the shared TF folder. If a TF member has an inquiry that cannot be found within the shared folder; a request may be made with the Chair or administrative assistant, and all efforts will be made to retrieve the information.

The Chair advised the TF of receipt of a few letters from the community sharing their experience. The group was reminded that if any portion of the letters is used to substantiate their report anonymity of the contributor must be respected.

The TF email address is active and will be made available to the community by the LBSPB website. This will be a space in which the community may share their stories and recommendations. A method of audio submission will be investigated.

The Chair gave a status update of the TF report. The preliminary framework is underway and the progress timeline is being adhered to. A short report was sent via email to Dr. Cindy Finn, Director General of the Lester B. Pearson School Board, to brief her on the progress of the TF's work. The five subgroups have submitted progress reports to the Chair.

The *Gender subgroup* has compiled research information from policies and procedures in regards to gender within the LBPSB. The focus of the work is to ensure inclusive environments for students. The group found that there is a lot of information available on the topic, much work has been done thus far.

The *Sexualities subgroup* reviewed the School Board's Safe and Caring Schools Policy. The group will look into furthering recommendations to be more specific with the result of a better policy on Inclusivity.

The *Abilities subgroup* examined policies in regards to disabilities, and are looking into professional development for educators and support staff. With a focus on the humanization of students with disabilities. The focus is on abilities rather than disabilities, and the use of appropriate language.

The *Ethnicities subgroup* reviewed the Anti-Bullying, Anti-violence (ABAV) policy as well as the Safe Schools Policy. Recognizing that there are many policies in place, but issues of racism

need to be specifically addressed possibly with amended policies or with the creation of an additional policy. Another point of research is the implementation of the policies, looking into how they are carried out in a school setting.

The *Religious subgroup* examined the issue of equality in freedom of religious expression in a safe environment. And continue to develop recommendations for the final report.

There was a brief presentation on *Education System Governance*, giving a synopsis of the four levels of influence; Ministry of Education, School Board/Service Centre, School, and Classroom.

The written Task Force timeline was held over to the next meeting.

The letter inviting the community to share their stories and recommendations was approved.

The minutes of the October 2nd meeting were approved.

The next TF meeting will be held on November 13, 2020, at 19h:00.

The meeting was adjourned at 21h:00