Minutes of the Equity and Inclusivity Task Force (TF) of the Lester B. Pearson School Board
Meeting
Held On-Line
December 4, 2020, 19h:00

Chaired by Dr. Myrna Lashley

Task Force Mandate

1)   Evaluate the strengths and weaknesses of existing policies and procedures pertaining to addressing and eliminating all forms of systemic racism and discrimination; and
2)   Produce actionable recommendations to serve as a foundation upon which individual institutions, based on demographic and educational requirements, can build to promote equity and inclusivity for all students and staff.

Present:
Sharad Bhargava
David Chisholm
Natalie Constant
Lisa Davis Mancini
Andrew Henry
Sabi Hinkson
Colin Jamieson
Kemba Mitchell
Wusua Mitchell
Matthew Pike
Finn Poirier
Thomas Rhymes
Felix Robitaille
Shari Waldrich
Nimalan Yoganathan

Absent- Regrets:
Tiffany Callender
Chad Cowie
Khobee Gibson
Carol James
Fariha Naqvi Mohamed

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

The minutes of the November 13th meeting were approved.

The Chair reported that there are many outside groups reaching out to the task force for information and guidance.

The Chair received an Invitation on Dec. 3rd, from the Quebec City Education Advisory group to discuss the TF initiative and mandate.

The Chair also met with the Regional Directors to discuss the task force's work.

The Chair will be attending the School Board Council meeting on Dec. 7th to present a report from the TF.

The original letter inviting the community to share their stories, found on the TF webpage, was adapted to be posted on Social media in order to meet the needs of younger people. Letter submissions are an integral part of the information that will be used to formulate recommendations.

The TF folders are continuing to be populated with academic literature to support evidence-based recommendations..

The TF Report Timeline has been posted on the webpage. The preliminary report writing is underway.

The need for staff training on institutional systemic racism, inequities, and responses and interactions with colleagues will be a recurring topic for discussion. The TF will look into recommendations to include plans for responses between colleagues to ensure caring and cultural safety is employed when cases of inequality and racism arise. All persons in the Lester B. Pearson community should have a safe environment - adults and students alike.

The TF was informed that the GMAA would like the Lester B. community to contact the group with any stories that may involve their organization. The potential of adding a place on the TF webpage for contributions for the GMAA was discussed. It was decided that the information that the TF receives has to remain confidential and anonymous, and therefore cannot ethically be shared.

The *Genders subgroup* are continuing their work in reviewing the academic literature in the folder as well as the common forms used in schools, focusing on the language that is used to identify students and parents or guardians in these forms.

The *Sexualities subgroup* met with a representative from the Student Services department (SSD) to discuss the existing sexual education program. The SSD are working on expanding the program to include information on sex education and abilities. The group found this meeting to be very informative.

The *Abilities subgroup* has looked at letters shared by the community and is using the information towards creating recommendations for professional development. They will continue to gather information to use in the final report.

The Race and *Ethnicities subgroup* has continued to review the Boards Anti Bullying, Anti Violence (ABAV) policy. As well as the methods the Board uses to survey students on the subject and how the data collected is utilized.

The *Religious subgroup* reported meeting regularly and continuing to gather evidence-based information to use in the final report.

The next TF meeting will be held on December 11th, 2020, at 19h:00.

The meeting was adjourned at 21h:20