

# Equity Advisory Circle Meeting Minutes

**Wednesday, May 1, 2024 at 9:30 AM.**

Held via Zoom and in person in the North Bay Board room

## **Present:**

Louise Sargent, Trustee  
Lisa Lamoureux, Principal of Student Well-being, and Equity  
Howard Wesley, Trustee  
Sarah Spence, Principal of Student Achievement and Wellbeing  
Kelly Nootchtai Huston, Indigenous Education Lead  
Jeannie Vaillancourt, North Bay Metis Council  
Margaret Soroye, NNDSB Teacher  
Sandra Zurbrigg, Community Member  
Lyudmyla Boyko – Multi-cultural Centre  
Tim Graves, Superintendent of Education  
Melanie Gray, Superintendent, Teaching and Learning  
Krista Holmes, Executive Assistant  
Heidi McMillan Executive Assistant

## **Regrets:**

Jennifer O'Driscoll, Nbisiiing Secondary School  
Nathan Moore, CAS Teacher Liaison Youth in Care  
Ashley St. Pierre, Indigenous Trustee  
Amanda Mathias, Indigenous Education Lead  
Laura Forget, PIC Member  
Alison Clarke, Acting Principal of Special Education  
Chantal Phillips, Trustee  
Lana St. Louis, Mental Health Lead  
Seth Compton, Outloud North Bay  
Marcus Etienne, PIC Chair  
Deborah Robertson, Multi-Cultural Society

## **Land acknowledgment by Principal Lamoureux**

### **Talking Circle - Introductions**

- Superintendent Gray welcomed everyone to the meeting and had introductions around the circle.

### **Near North Equity Update and Resources- *Principal of Equity and Well-Being - Lisa Lamoureux***

- Equity Coaches participated in PD session on April 8<sup>th</sup> PD Day – Equity Coaches from the North attended the session in-person at Chippewa and Equity Coaches from the East and West attended virtual. It focused on Affirming Adults & Identities.
- Introduced new Near North Responding to Discrimination Tools – they have been shared with Principals, Vice Principals, Managers and Equity Coaches. Principals will share with their school staff.
- Working with Jessica Feick from Library Services, to organize a site of resources for anti-racism/discrimination to support the educational piece so that when a student is at home on a school suspension, they can use these resources to support their education. It can also be used by any other student.

- In the process of ordering more equity-based resources for our schools, libraries and Classroom Support Centers.
- Poster launch – Responding to Discrimination Poster to be displayed in schools. There is a phone number, email address and QR code you can report any acts of bullying or discrimination you witness or experience. Lots of positive feedback from the staff so far. QR code entries are submitted anonymously.
- Student Well Being newsletter started in January and continues monthly. Shared every month by email, as well as the board website and Edsby. Principals are encouraged to post it on their school social media.
- CRRP Calendar survey has been shared with our staff, as we would like feedback to improve the calendar. The calendar is interactive, and it brings you right to the resources, etc.
- Alliance School has an event tonight – Eliminating the Stigma – with a focus on mental health, equity, discrimination and supporting all identities. Great community members coming to support the event too.
- Lana St. Louis, Principal Lamoureux, Principal Simser and Principal Melnyk attended a Student Mental Health Ontario (SMHO) session on April 17<sup>th</sup> in Sudbury. Resources from the session will be shared with Principals. Equity resources and events in our community links:  
[www.planetyouthnipissing.ca](http://www.planetyouthnipissing.ca)  
<https://egale.ca>  
<https://smho-smso.ca>  
<https://youtu.be/aKelPpOAWOY>

May is Mental Health Awareness Month. The link for International Day of Elimination of Discrimination video showcases three NNDSB students and some of their artwork.

## Reports/Updates

### SEAC (Special Education Advisory Committee)

- Superintendent Graves provided the updates.
- In March we had a presentation about LearnStyle. SEAC is pleased to report that we are seeing immense success with students effectively using assistive technology.
- In April, SEAC focused on making budget recommendations to our board on the Special Education budget, and how we can best use it.
- At the May SEAC meeting, we will finalize that budget, and Principal Chris Walkling will be collecting data for the Student Achievement Plan.

### FNAC (First Nations Advisory Committee)

- Principal Spence provided the updates.
- Indigenous Youth Circle – super successful necessities drive and posted on social media. Great partnership with the OPP, North Bay Indigenous Friendship Centre, George Couchie.
- April 8<sup>th</sup> Indigenous Studies and Grad coach: Tea Talk Q/A panel with George Couchie, Daniel Stevens and Kelly Brownbill.
- Indigenous rep is graduating, and they have elected a new rep, the incoming Indigenous Student Trustee is Riley Trudeau from Northern Secondary School.
- April 17<sup>th</sup> and 18<sup>th</sup> – Jason Simon presented to most of the 7/8 student from West schools of PSI and PSHS students, and then went to Wasauksing First Nation.

- Indigenous language teachers – attended conference in Sault Ste Marie – large 4 day conference. Great to come back to share with staff and teaching partners.
- April 17<sup>th</sup> – Boh Yi Thom met with Indigenous language teachers.
- Graduation Coach – currently piloting a 0.4 grade 7/8 position for 2<sup>nd</sup> semester at West Ferris.
- Curriculum – Kelly is working with Math team and grade 1-2 teachers at Silver Birches on integrating math and Indigenous learnings.
- A curriculum writer has been hired to work on RHT guidebook/lessons to ensure a proper understanding of Treaties and the current annuity payment to build understanding and prevent misinformation/racism/stereotyping around the settlement.
- Upcoming Teaching and Learning Powwows are starting across the Board.  
May 21<sup>st</sup> at West Ferris Secondary School  
May 24<sup>th</sup> at Northern Secondary School  
May 27<sup>th</sup> at Chippewa
- May 30<sup>th</sup> - City Wide (4 Board) Powwow at Memorial Gardens for Grade 4/5 students
- June 7<sup>th</sup> – Traditional Powwow at Parry Sound High.

### **PIC (Parent Involvement Committee)**

- Update provided by SO Graves.
- 6pm networking session tonight. We are bringing the update for the PRO funding – all funds have been distributed. We have given funding to 15 schools. The schools host various themed events for parents, such as equity, well-being, mental health, math nights.
- We are reviewing the survey for School Councils, to see how the PIC committee can best support the school councils. The survey will be created tonight, and then sent out so that ideas can be received for the survey to be circulated later this month.
- Principal Walking will be in attendance to present the Student Achievement Plan, and also discuss the Bullying Prevention and Awareness week in Nov.
- The final PIC meeting will be June 12<sup>th</sup>.

### **Trustee Update From Trustee Sargent**

- Trustee Vacancy has been filled, and they will be introduced and sworn in at the next meeting.
- Acting Interim Chair, Ashley St. Pierre is in the role right now.
- At last board meeting, there was a presentation by Union Reps and Principal council, talking about violence, and shortage of staff, and as a board we have sent a letter to OPSBA President and Ministry of Education in support on how we can have further discussions to help this situation.

### **Community Agencies Update from Multicultural Centre, CAS, OutLoud**

- From Nathan with CAS - April 17<sup>th</sup> they held an Outreach session for students to discuss their pathway. All area school boards, and their agencies were in participation.

### ***Group Activity: Group Discussion on Supporting All Identities***

#### **Question/Prompt:**

How can we confirm all of our student identities all year long?

## **RESPONSES:**

- Making sure that resources are available. Make sure that there are multiple voices being heard. What does that look like in supporting them, as well as supporting leadership, and learning to be vulnerable in what you don't know and need to know.
- Prioritizing some of these resource settings. There are some resources from the classroom and making sure that they are good.
- One thing to ask, but another to provide professional development for the classroom.
- Think that there can be great resources, but each professional really knowing their unconscious biases, and feeling comfortable handling situations right in the moment. There was mandatory cultural training when seconded to the Ministry – but would love to see all teachers get this. It really deals with how to deal with situations in the moment. Realistically, we are still reactive (and although we are trying to be preventative), we would love to see a course that would be mandatory for students to take as well.
- Conversations and updates at all levels have really changed over the last couple of years. Principals, school level PD days etc. Types of topics have changed. The voice the student trustees capture of events in schools are powerful and encourage discussion amongst trustees and builds respect with trustees and the student senate and is reflective in their report. Hopefully this will continue to get stronger and stronger.

**Next meeting date:** June 19, 2024

Meeting adjourned at 10:26am.