

# Equity Advisory Circle Meeting Minutes

Wednesday, October 25<sup>th</sup>, 2023 at 9:30 AM.

Held via Zoom

## **Present:**

Louise Sargent, Trustee  
Lisa Lamoureux, Principal of Student Well-being, and Equity  
Kim Pauli, Assistant Superintendent, Math Lead  
Alison Clarke, Acting Principal of Special Education  
Chantal Phillips, Trustee  
Howard Wesley, Trustee  
Sarah Spence, Principal of Student Achievement and Wellbeing  
Kelly Nootchtai Huston, Indigenous Education Lead  
Lana St. Louis, Mental Health Lead  
Sandra Zurbrigg, Community Member  
Deborah Robertson, Multi-Cultural Society  
Jeannie Vaillancourt, North Bay Metis Council  
Tim Graves, Superintendent of Education  
Melanie Gray, Superintendent, Teaching and Learning  
Melanie Allard, Executive Assistant

## **Regrets:**

Nathan Moore, CAS Teacher Liaison Youth in Care  
Seth Compton, Outloud North Bay  
Margaret Soroye, NNDSB Teacher  
Jennifer O'Driscoll, Nbsiing Secondary School  
Marcus Etienne, PIC Chair  
Ashley St. Pierre, Indigenous Trustee  
Laura Forget, PIC Chair

## **Land acknowledgment by Principal Lamoureux**

### **Talking Circle - Introductions**

- Principal Lamoureux welcomed everyone to the meeting and had introductions around the circle.

### **Near North Equity Update**

- Principal Collins directed everyone to the guiding principles for respectful conversations.
- The team has been working hard this year with the carry over of projects such as the 2023 demographic collection. Data was received in late August, and they are in the process of analyzing the data. It will also be shared at the Board of Trustees meeting.
- The administrative guideline for sports is close to being finalized and ready for consultation. This will help provide more equity opportunities for students to participate in sports.
- The administrative guideline for selection and de-selection of education materials is also very close to being finalized and ready for consultation. This will help educators know which materials we have to support the learning of all students.
- Anti Black racism education for students has been taking place at many of our schools such as West Ferris and alliance. Marcus Etienne has been helping support this work.

- Gender identity and equity professional development has been taking place for all staff with the support of Outloud.
- Equity coaches participated in PD on the September 29<sup>th</sup> PD Day. Many are going into their second year and are feeling more confident in their roles. The team will be looking to do more PD with this group in support of their roles as they move forward.

### **Demographic Data Collection for 2023**

- The survey went out late April and the Board worked closely with Compass for Success.
- The survey was voluntary and confidential. Families/students did not have to complete the survey, but it provided a variety of questions to help gain a deeper understanding of the diversity of our student population and help identify the gaps.
- JK-6, the parent completed the survey, which showed a 33% response rate.
- Grade 7/8, the response rate was a little lower at 31%. This may have been because some parents were feeling the data was not completely confidential as the student's name is not attached however the student number is. The grade 7/8 students had opportunities in the classroom to complete the survey.
- Grade 9-12 were also provided time in class to complete the survey and this group had a response rate of 35%.
- Principal Lamoureux reviewed some of the questions and reflected on the trends seen.
- This data was also shared at the September 29<sup>th</sup> PD Day with staff, which allowed for further conversations on how to support these students.
- Next steps include comparing this data by region and student attendance, which should be ready early November to share out with school teams.

### **Reports/Updates**

#### **SEAC (Special Education Advisory Committee)**

- Alison Clarke is the new acting principal of special education.
- SEAC reviewed IPRC data, summer programming and math supports for special education students.
- The October meeting hosted a presentation from Partnering for Change around the OT services pilot project with Land of Lakes.
- Trustee Fuscaldo presented on learning disabilities and tier three intervention programs.

#### **FNAC (First Nations Advisory Committee)**

- The last few months staffing has increased with Indigenous education lead; Kelly Nootchtaï Huston and Indigenous support and transition workers whose roles will reflect the needs of students in each of our regions.
- The Indigenous youth and family outreach worker has been filled. This position supports high school students coming from Northern communities.
- Truth and Reconciliation events are taking place in schools and it is great to see schools taking more of a lead on this.
- There is an increase in graduation coach positions this year; these positions being a cross between a guidance counsellor, student success teacher, cultural activity coordinator and family liaison.
- The Board partnered with the North Bay Indigenous Friendship centre last year on the Seven Stones Learning Centre alternate program to support adults in getting their high school transcript. This year there were ten spots available for 16–17-year-old students.

- This Sunday is the Indigenous youth battalion game. There were 2200 tickets available for the game with only 600 left. The theme is “proud of me”. Everyone is encouraged to come out to the game and wear orange.
- The last few years we have received funding grants with our First Nation partners that has allowed us to fund cultural advisors, knowledge keepers and support language teachers and pow wows.
- The Indigenous Youth Circle has met twice this year and has now partnered with Student Senate which will help with transportation and meal costs. It also allows them to collaborate on common goals.
- Indigenous youth spaces in schools are well received and accessed.
- FNAC has returned to face-to-face meetings and are updating the terms of reference.

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

- Update will be shared at the next meeting.

### **Trustee Update**

- Trustee Sargent encouraged committee members to join the multi-year strategic plan public session taking place tomorrow night at 6:30pm via zoom. Details are available on the Board’s website.
- At the November 14<sup>th</sup> Board of Trustees meeting, elections for Chair and Vice-Chair will take place. This is also where committee memberships will be established. Trustee Sargent is hoping to continue being a part of EAC.
- The Chippewa re-naming committee is on pause at this time.
- Trustee Sargent thanked everyone for all their hard work and is pleased with what they are seeing since school start up.

### **Community Agencies Update**

- The multi-cultural society has had a staff change and this person will be reaching out to schools shortly. They are looking to increase their capacity in the outlying areas, Parry Sound in particular.
- CAS – there is a community meeting on Friday; the update from this meeting will be relayed at the next EAC meeting. School principals have received student names who are in care and will need extra support.
- Marcus Etienne has been working closely with the Board on anti-Black racism education. More information on this will be shared at the next meeting.
- Outloud – is continuing to support the Board and has been present at many school open houses.
- Our Board’s mental health team has been engaged in 2 days cultural training with George Couchie. A mental health clinician has been hired for the North and their focus will be on schools with the highest needs.

### **Group Activity: Near North Draft Accessibility Plan – Collect Feedback**

- The committee received the draft accessibility plan along with the link to the forms survey. The group was encouraged to provide any feedback by October 31<sup>st</sup>.
- The focus is on the objectives of the plan which are employment, customer service, information and communication and physical environment and transportation.
- Principal Lamoureux reviewed the draft document.

- The group discussed face to face meetings, and it was agreed that there should always be a virtual option to make it accessible for all.

**Next meeting date:** January 17, 2024