**COMMUNITY ADVISORY COMMITTEE MINUTES**

 Committee Name: Urban Indigenous Community Advisory Committee

 Date: Tuesday February 19th, 2019

 Time: 5:30pm- 8:30pm

**Core Voting Constituent’s:**

Present: Michael Cheena (Toronto Council Fire), Dr. Joanne Dallaire (Elder), Marilyn Hew (TYRMC), Shannon Judge (Parent), Neal Judge (Parent), Sandra LaFleur (TPH), Monique Diabo (City of Toronto), Melanie Laking (Parent), Alicia Coady (Teacher), Mary Doucette (Office Administrator), Natasha Gleeson (Student Success Teacher), Bonnie Johnston (Community Liaison), Adrienne Plumley (Teacher), Tanya Senk (P/CAP), Tasha Smith (Teacher), Jarvis Nahdee (VP) and Ryan Neepin (Teacher).

**TDSB Trustee’s:**

None present.

**TDSB Staff:**

Present: Roxanne Chee (Teacher), Antonino Giambrone (CAVP), Pardeep Nagra (Manager, Employment Equity), Jim Spyropoulos (Executive Superintendent).

**Guests:**  Elaina Evans (Parent).

**Regrets**: J’net Ayaqwayaksheelth (Co-Chair), Dr. Susan Dion (York University), Pauline Shirt (Elder), Renee Dixon (Parent), Mervi Salo (Principal), Dr. Duke Redbird (Artist in Residence) and Yalini Rajakulasingam.(Trustee).

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| **ITEM** | **DISCUSSION** | **RECOMMENDATION/****MOTION/ACTION** |
| Call to Order, Traditional Opening, meeting etiquette/ code of conduct  | Bonnie Johnston chaired the meeting. Elder Dr. Joanne Dallaire conducted a traditional prayer to open the meeting. Elder Joanne Dallaire spoke to the code of conduct for UICAC members and guests.  |  |
| Approval of Agenda | The agenda of February 19th, 2019 was approved by consensus.  | Approved by:1. Marilyn Hew
2. Neal Judge
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| Review and Approval of the minutes of May 15th, 2018 | The minutes of January 15th, 2019 were amended and approved by consensus.  | Approved by:1. Marilyn Hew
2. Shannon Judge
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| Declaration of conflict of interest | No declaration of conflict of interest was made.  |  |
| UICAC Priorities1. Facility, 16 Phin – Mobility, Accessibility, Health & Safety, Renovations.
2. Indigenous TDSB Trustee
3. Hiring practices, recruitment, retention and mobility.
 |  UICAC PrioritiesFacility, 16 Phin – Mobility, Accessibility, Health & Safety, Renovations. * Shannon Judge will speak to this topic in item #8.

Indigenous TDSB Trustee. Deferred until next meeting.Hiring practices, recruitment, retention and mobility. * Pardeep Nagra will speak to this topic in item #7.
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| **Staff Update:** | **Elders Update – Joanne Dallaire:*** Elder Pauline Shirt and Elder Joanne Dallaire spoke at 5050 Yonge to the reclaiming of the name Wandering Spirit School (WS) during a board meeting.

**Update: Jim Spyropoulos:*** Building plans; parents will continue to meet to discuss the building at 16 Phin Ave.
* Social worker interviews are tomorrow.
* Acknowledges the staff at WS and the UIEC.

**Antonino Giambrone:*** It was an incredibly powerful day listening to 3 students and a parent who took part in the professional learning. Talked about how to better serve Indigenous students.

**Update: Tanya Senk*** Working with 17 schools that have data related to high populations of self-identified Indigenous students.
* Front and centre is Indigenous student wellbeing and achievement.
* There is a literacy PLC, numeracy PLC and Kindergarten PLC at Wandering Spirit School.
* Focusing on strengths, assets, achievements and accomplishments of Indigenous people.
* Focussing on centering student voice.
* The Round Dance was amazing. People came from out of town.

**Pardeep Nagra:*** Spoke to the framework from the strategic plan.
* Spoke to employment equity for a system with a staff of 37000.
* Spoke to the Human Rights Commission and the Special Programs.
* With special programs, one would be able to outline things such as a hiring position that could be 3 to 5 years as opposed to 1 or 2.
* When looking at data, we have self-identity at point of application to see how many Indigenous people are applying to the TDSB.
* In terms of data, the work force census that was combined with an employee wellness survey is taken every 5 years. The data of application and hires is collected every year.
* Stats – for Elementary Teaching in 2018 was 11 applicants, 9 were interviews and 5 were successful in making it to the occasional list.

**Joanne Dallaire:*** Research - Where is this information going and where is it stored?
* It is really important to sit with the Council of Elders.
* Wondering how to tie in recommendations of the Truth and Reconciliation Commission.

**Tanya Senk:*** Are there mechanisms in place in terms of the applicant?
* Should have professional learning for those on the hiring team to be made aware of Indigenous context.
* Underrepresentation of First Nations, Metis and Inuit staff in the TDSB.

**Shannon Judge:*** Questions part of the interview process
* If the people interviewing don’t know that we need more Indigenous teachers than how will they be able to get them in?
* No mechanism in place to say there is a need for Indigenous teachers/staff.

**Pardeep Nagra:*** At point of hire, they can look at the questions or the interview team to see what happened. There is also an opportunity for a second interview.
* The TDSB had a career fair recently. Prior to this, there was discussion on what was next. Examples shared are when Durham had a specific target hiring process.
* Target population job fair is an idea or going directly to them.
* Stats in terms of 2019, 3 self-identified application so far for elementary teaching.
* 2017 there was 1.8% Indigenous Staff as a total work force compared to the previous stats of 0.9%.
* If an applicant is unsuccessful, an effort should be made for another interview.
* Is available to answer questions in more depth in relation to the statistics.

**Tanya Senk:*** The Ontario Human Rights Code states exception to prohibited grounds is a possibility.
* Self-ID is voluntary and self-determined.
* Policies/Procedures should be held against the OHRC, UNDRIP and the TRC.
* Indigenous students need to see themselves represented in the TDSB.

**Pardeep Nagra:*** The OHRC supersedes the Education Act.
* It can be made a part of the special program process. Can change landscape on a number of fronts. For example, anyone who goes through the Waaban program gets an interview.
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| **New and Other Business** | **Update: 16 Phin – Shannon Judge:*** A lot of conversations are happening with the parents as well as the design team.
* The budget for what it would cost to renovate the building as it is, is close to 40 million.
* The design team is waiting for feedback from the TDSB and the parents.
* Will have more information at the next meeting.

**Early ON update – Monique Diabo:*** On February 14th, 2019 the Expression of Interest went live online.
* Will be live until March 15, 2019.
* Sent out numerous emails to Indigenous Not-For-Profit agencies.
* Information session on Friday.
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| Next meeting Date: | The next UICAC will be on Tuesday March 19th, 2019 @ 5:30pm. Located in room 123, 16 Phin Ave.  |  |
| Traditional Closing: | Elder Dr. Joanne Dallaire closed the meeting.  |  |