

PIAC Working Group REPORT

Working Group	Consultations
Date	20 April 2021
Description/ Objective	<p>Description: The Consultations Working Group was formed to prioritize, summarize, and disseminate information to PIAC, and where applicable the TDSB parent community, regarding Policies and Procedures under review by the TDSB. Dissemination of information will be coordinated with PIAC Ward Representatives and the Communications & Outreach Working Group. Where applicable the Consultations WG, along with all PIAC members, will coordinate review and/or provide feedback and/or make recommendations regarding review and revision of TDSB Policies and Procedures to the PIAC Co-chairs.</p> <p>Priority Areas of the Consultations Working Group 20/21: Please see the current Strategic Plan</p>
Update	<p>The Working Group met on Monday, March 22 from 5 to 6 pm.</p> <p>Attended: Felicia Seto Lau, Cecile Farnum, Andrew Waters, Shanti Chand, Kate Leuschen Millar, Chris Levien, Jess Hungate, Wilmar Kortleever, Madelaine Hamilton</p> <p>Discussion included:</p> <ul style="list-style-type: none"> • Follow-up on a letter in support of the PRO/PPF grants. At the previous PIAC meeting, it was agreed that the Consultations WG would draft a letter in support of the PRO/PPF grant. The letter would be submitted to the PSSC for their March 31, 2021 meeting. • Supporting the Consultation on PO31 Human Rights Policy The members decided to reach out to Anu Sharma, the public contact for consultations on this Policy, to request whether the Human Rights Office (HRO) would be interested in holding a webinar/Zoom event. <p>Post-Meeting:</p> <p>The written letter on PRO/PPF grants was submitted to the Trustees at the March 31, 2021 PSSC meeting, and D William, PIAC Co-chair spoke to the submission at the meeting. The complete letter is attached to this report.</p> <p>Kate Leuschen Millar reached out to Anu Sharma who responded that the Human Rights Office would be interested in presenting. A poll was sent to the Consultations WG members to determine a date. Felicia Seto-Lau and Kate Leuschen Millar met with Irit Kelman on Friday, April 9 to discuss the presentation. It was determined that April 21 at 7:00 would be the best date and time. The webinar would include Ros Salvator and Irit Kelman speaking about the recent Human Rights Report and PO23. Media was shared by Margaret Horvath to all members of PIAC and the CACs. The event is now posted on the HRO and PIAC websites and shared via PIAC social media.</p>

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	<p>CALL TO ACTION</p> <p>All members should share this event with their Wards and Trustees. Registration for the Zoom event: http://bit.ly/3uKqWGO</p> <p>The final date for consultation is April 30. The webinar will be recorded and hopefully available prior to that date. The HRO is also looking for feedback on the accompanying Procedure, specifically the complaint form. The Consultations WG hopes to work with the HRO is finding a suitable method to provide further feedback on it.</p> <p>The HRO Summary of Changes to PO31 and the flyer are attached to this report.</p> <p>Links to Note: New Policy Review Schedule: https://www.tdsb.on.ca/Portals/0/aboutus/docs/Revised%20Policy%20Review%20Schedule.pdf</p> <p>New Virtual Consultations Procedure: https://tdsb.on.ca/About-Us/Detail/docId/2234</p> <p>TDSB Consultations Website for newly listed Consultations: https://tdsb.on.ca/About-Us/Policies-Procedures-Forms/Policy-Consultations</p> <p>TDSB Engage Website for PO23: https://www.tdsbengage.ca/tdsb-engage</p>
Motion(s)	None
Question(s)	None
Next Steps and Action items	<p>Prior Actions for Follow-up:</p> <p><i>Outstanding</i></p> <p>NA</p> <p><i>Executive Meeting Request</i></p> <p>Timeline for both the PO23 and Specialized Schools and Programs Policies so that the WG can start outreach as soon as possible</p>
Co-lead(s)	<p>Co-Leads:</p> <p>Kate Leuschen Millar, Ward 16 Rep Shanti Chand, Ward 19 Alt Rep</p>

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Date	20 April 2021
Working Group Members	<p>PIAC Members: Christopher Levien (W20 Rep) Jess Hungate (W5 Rep) Wilmar Kortleever (W11 Rep) Aretha Phillip (W13 Rep) John Bakous (W8 Alt) Alice Romo (W7 Rep) Charlotte Schwartz (W10 Alt) Jaimala (W5 Alt) Madelaine Hamilton (W16 Alt) Felicia Seto-Lau (PIAC Co-chair) D Williams (PIAC Co-chair) Susan Lee (W12 Rep) Cecile Farnum (W9 Alt)</p> <p>Community Members: Steven Cheung Ken Ng Nicole Herbert Zena Shereck Sarah Marriott Jennifer Alexander Ian Macpherson</p>

March 31, 2021 | TDSB Programs and School Services Committee (PSSC) | Delegation by PIAC

The Honourable Stephen Lecce, Minister of Education
VIA EMAIL: EDU.consultation@ontario.ca and minister.edu@ontario.ca

RE: TDSB PIAC Support for Parents Reaching Out (PRO) - Priority Program Funding (PPF) Grants

Dear Minister Lecce,

The Parent Involvement Advisory Committee (PIAC) as the Parent Involvement Committee (PIC) of the Toronto District School Board (TDSB) and within our mandate to support, encourage and enhance parent engagement at the board level in order to improve student achievement and well-being, submits the following recommendation regarding the funding allocations for school boards for the 2021-2022 school year, specifically parent/guardian engagement grants.

We recognize **the importance of Ministry of Education funding** to support parent/guardian, caregiver and family engagement in improving student achievement and well-being within an equity framework.

In our submission to the Ministry regarding the school re-opening dated 16 June 2020, PIAC recommended that all unused Parents Reaching Out (PRO) Grants allocated to Ontario School Boards should be carried over from the 2019-2020 school year and new funding should be allotted as would be expected in the GSNs for 2020-2021. We also requested that funds be allotted which are targeted specially to support the work of school councils, or where a school lacks a school council, made available for parent/guardian-directed initiatives with the support and collaboration of the board.

The TDSB's 2020-2021 Priority Program Funding (PPF) of \$131,563 was used for: - a district-wide parent and caregiver-focused virtual conference; - a conversation series on mental health, anti-racism and anti-oppression; - and numerous school-level initiatives on equity, anti-racism and anti-oppression. The district-wide virtual conference alone enrolled over 1,000 participants over 2 days with several dozen workshops. These workshops were recorded and remain online as a valuable resource. This was a success for those initiatives that received the limited funds. **However, the need to engage school communities greatly outpaced the funding to do so.** TDSB has nearly 600 schools and serves approximately 247,000 students each year. Of the 190 school councils who applied for the school-level funding, the PPF funding was only available for 81 school council projects. The ability for school councils to run school level fundraising activities has been greatly curtailed by the ongoing COVID-19 pandemic, and more PPF could have allowed additional school councils to organize important activities for our school communities in a timely manner during this challenging and unprecedented period which has impacted learning and the mental health and well-being of students and their families across the Province.

In previous years, funding was available at higher levels which met the needs of school councils and the expectation that local school-level parent engagement initiatives should remain a priority for the Ministry. Four years ago, the TDSB's PRO Grant funding was four times its current allocation at \$483,838. Three years ago, funding was \$381,901. Prior to the COVID-19 pandemic, funding was further cut-back to only \$133,405 in the 2019-2020 school year. This reduction of public education funding could not have happened at a worse time.

WE RECOMMEND that the Ministry of Education restore the funding back to the 2018-2019 levels to be made available for school councils and district-wide initiatives organized in collaboration with the PIC. Due to COVID-19 pandemic restraints and with the growing and essential engagement of families in their children's educational needs, now is the time to re-state the importance and revive this funding which supports the active participation of parents, to improve student achievement and well-being and to enhance the accountability of the education system to parents.

Thank you for your attention to our concerns. PIAC values the opportunity to provide feedback directly to the Ministry of Education and to our board. We look forward to working with parents, school councils, trustees, staff and supporters of public education at the TDSB in order to improve student achievement and well-being, as we move through this challenging time.

Sincerely,
D. Williams and Felicia Seto-Lau, Co-Chairs
Parent Involvement Advisory Committee (PIAC), Toronto District School Board (TDSB)
info@torontopiac.com and piac.chair@tdsb.on.ca

Let's Talk Human Rights!

Learn about and help revise the
TDSB Human Rights Policy and Procedures.

Join us for this live zoom event

April 21, 2021 @ 7:00 pm

JOIN

Ros Salvador
Senior Human Rights Policy,
Education, Organizational Change Specialist



&

Irit Kelman
Acting Senior Manager
Human Rights Office



of the TDSB
Human Rights Office



zoom

Register at
bit.ly/3uKqWGQ

Submit questions here



presented by

tdsb | Human Rights Office

&

PIAC
Toronto District School Board
Parent Involvement Advisory Committee

Human Rights Policy – Summary of Proposed Changes

Overview

The Human Rights Policy (the Policy) affirms and supports Toronto District School Board's commitment to defend, uphold and promote human rights in all learning and working environments. It applies to all students, employees, and other members of the TDSB community in TDSB environments.

The Policy prohibits discrimination and harassment on the basis of protected grounds and identifies how the Board will meet its obligations under the Ontario Human Rights Code (the Code), as well as under the Occupational Health and Safety Act.

The draft amended Human Rights Policy would:

1. Emphasize and action systemic and proactive dimensions of the Board's human rights commitments;
2. Address interactions within online/virtual environments; and
3. Articulate human rights-related responsibilities of employees, directors, supervisory and management personnel, and the Human Rights Office.

Highlights of Proposed Changes

Establishing a Human Rights Organizational Change Program

The TDSB is shifting its human rights approach from primarily complaints-driven to a proactive model that also addresses systemic discrimination and prevents human rights violations from occurring in the first place. The Policy supports this approach by:

- Implementing a Human Rights Impact Assessment to identify, remedy and prevent systemic discrimination.
- Confirming that the Human Rights Office can initiate inquiries, investigations, and environmental scans in the absence of a complaint from an individual.
- Ensuring that TDSB staff, students and parents are aware of their human rights and responsibilities and what steps are required to fulfill them.

- Designating a Student Human Rights Advocate(s) to advise, support and help students whose human rights may have been violated.
- Requiring human rights as a competency in staff performance appraisals, hiring, and promotion decisions, and a primary competency for positions involving direct engagement with students. Violations would be tracked and taken into account in promotion decisions.

Data Collection and Reporting

The Policy includes an enhancement of the Board's commitment to monitor human rights compliance and identify systemic trends through data collection, analysis and reporting. This will enable the Board to develop evidence-based remedial or preventative interventions. The Policy requires the development of an Annual Human Rights Report for the Board of Trustees, that includes de-identified data findings.

Updated and New Definitions

The Policy revises existing definitions (e.g. reprisal, poisoned environment, and systemic discrimination) and adds new definitions (e.g. positive obligations and directing minds) in order to support accountability and to better protect and advance human rights.

Identification of Policy Violations

The Policy sets out behaviours and practices in TDSB environments that constitute discrimination, harassment or hate activity. It also includes potential consequences for these actions for TDSB members, including remedial action.

Online/Virtual Environments

The scope and application of this Policy would explicitly include online/virtual environments given the increased prevalence and intensification of interactions within these spheres.

Roles and Responsibilities

The Policy sets out human rights-related responsibilities as they apply to employees, directors, supervisory and managerial personnel, and the Human Rights Office. In addition, it conveys responsibilities that apply to everyone across the Board (all TDSB members).

For more information:

Revised Human Rights Policy (P031), DRAFT:

- PDF: <https://www.tdsb.on.ca/Portals/0/docs/P031%20-%20Human%20Rights%20Policy%20-%20Post%20for%20Consult%20FINAL.pdf>
- DOCX: <https://www.tdsb.on.ca/Portals/0/docs/P031%20-%20Human%20Rights%20Policy%20-%20Post%20for%20Consult%20FINAL.docx>

Link to Existing Human Rights Policy (PO31), May 19, 2004:

- PDF: <http://ppf.tdsb.on.ca/uploads/files/live/53/195.pdf>