

Name of Committee: Urban Indigenous Community Advisory Committee

Meeting Date: Tuesday, November 21st, 2023

Time: 6:00 p.m. – 7:30 pm

Attendance via Zoom:

**Core Voting Constituents:** Elder Dr. Joanne Dallaire (Elders Council Member, UIEC/TDSB), Elder Dr. Duke Redbird (Elders Council Member, UIEC/TDSB), Elder Clayton Shirt (Elders Council Member, UIEC/TDSB), Tanya Senk (System Superintendent and Board Lead, Indigenous Education), Christina Saunders (Principal, TDSB), Bonnie Johnston (Social Worker, UIEC/TDSB), Joe Rock (City of Toronto, Early ON), Monique Diablo, (Toronto Public Health), Robert Durocher (Centrally Assigned Vice-Principal, UIEC/TDSB), Dr. Susan Dion (York University), Robert Loft (Social Worker, UIEC/TDSB), UIEC/TDSB), Naz Bell (Cultures and Traditions, Eastview PS), Shannon Judge (Community Member).

**TDSB Staff:** Jim Spyropoulos (Executive Superintendent, Indigenous Education, Caring and Safe Schools), Emily Wadsworth (Centrally Assigned Vice-Principal, UIEC), Antonino Giambrone (Centrally Assigned Principal, UIEC), Danielle Noelle, (Vice-Principal, Eastview PS), Rebecca Chahine (Vice-Principal, Eastview PS), Tracy MacDougall (Acting Administrative Liaison)

**TDSB Trustees:** Michelle Aarts (Ward 16), Deborah Williams (Ward 10),

**Guest**: Lindsay, Elizabeth Addo (System Superintendent, Leadership Development, Employee Engagement, Continuous Improvement, TDSB), Tana Turner (consultant MYSP),

**Regrets:** Robin White (Vice Principal, Seneca School, TDSB), Elder Pauline Shirt (Elders Council Member, UIEC/TDSB), Barbara-Ann Felschow (Retired Principal), Jim Veltman (ACL Numeracy, Native Learning Centre East), Emily Wadsworth (Centrally Assigned Vice-Principal, UIEC), Saby Chandi (Principal, Sir Wilfrid Laurier Collegiate), Kyle Genaille (Indigenous Graduation Coach, TDSB), Ozaawaa Secord (Indigenous Student Trustee, TDSB), Elise Twyford, (Principal, Wandering Spirit School)

| ITEM | DISCUSSION |  |
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| Traditional Opening, Call to Order | Joanne Dallaire calls the meeting to orderTraditional Opening Clay Shirt |  |
| Review of Meeting Etiquette, Code of Conduct, Declaration of conflict of interest, Terms of Reference | Elder Dr. Joanne Dallaire spoke to the code of conduct for UICAC (Urban Indigenous Community Advisory Committee) members and guests. No conflicts. | No Conflicts |
| Approval of Agenda | Review of the agenda of November 21st, 2023. No amendments to the agenda. | Approved by Duke RedbirdSeconded by Joe Rock |
| Review and Approval of the minutes | The minutes of October 17th, 2023. No correction to the minutes.  | Approved by Joe RockSeconded by Duke Redbird |
|  | Reminds us that we need a new chair. |  |
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| UICAC Priorities for 2023-2024 | * Joanne Dallaire asks about the status of the TRC and UNDRIP motion that was passed on June 29, 2022
* Tanya Senk:
	+ On June 22nd 2022, the recommendation for TRC and UNDRIP to be embedded in Board Policies, Procedures, Governance and Bylaws was brought forth by the Elders Council.
	+ The recommendation first went to Governance and Policy for review, then it went to Executive Council for review, and then it went to the Trustees for review. It was unanimously passed
	+ It was simultaneously identified as something that should become a strategic direction of the Board.
	+ It is a priority of the committee, because it is now a resolution.
	+ An environmental scan throughout the board will be necessary to know where it is being implemented, and where it’s not,
	+ Coherence is required in the board both operationally and academically.
	+ We are striving to assert is self-determination in Indigenous Education.
* Alexander Brown:
	+ Mentions that he was Chair of the Board when this resolution was passed, two years ago, and thus has personal interest in what has been done with respect to this motion.
	+ He asks how the TDSB is acknowledging that Indigenous Peoples, First Nations, and Metis are distinct with inherent rights, laws and institutions.
	+ After two years, he suspects that all the policies and bylaws have at least had some review and have been updated to embed the TRC and UNDRIP.
	+ In inquiring with people at the Board and people he used to work with, not a lot of people know about this motion being passed.
	+ He argues that policies are being revised in a piecemeal manner.
	+ He asks for clarification from the trustees who are present.
	+ He reminds us of the importance of working in relations with Indigenous Peoples to get this done, and that it is something that the Board needs to be very proactive on.
	+ He acknowledges the work that has been done by Tanya Senk thus far, and commends her work, but wants to know the status of the motion and how it is being moved forward.
	+ He also mentions the responsibility of the Director of Education to report back to the UICAC and the public on how this is being done.
* Tanya Senk:
	+ We need to ensure that there is accountability in the Board, to ensure it is being enacted throughout the structures of the Board.
	+ It is articulated in the TRC, Action 43 that UNDRIP is the framework for reconciliation moving forward.
	+ We need a standing committee working with the Board to ensure UNDRIP is being implemented fully and not just in a piecemeal manner.
	+ She mentions that we need an Indigenous Trustee on the Board, aside from the Student Trustee, Ozaawaa Secord.
	+ We need to standardize and operationalize this motion into the Board Structures.
* Deborah Williams:
	+ Mentions that at the last Organizational Meeting of the Board, she offered to be the Trustee Co-Chair coming to this UICAC committee. She asks permission to take it back to the Board to request an update. Joanne Approves.
* Sara Ehrhart:
	+ Introduces herself as the Trustee representing Toronto-Danforth, the district housing Kapapamahchakwew Wandering Spirit School.
	+ She mentions that today is the first time she learned of this motion. She takes responsibility for not knowing.
	+ She sits on the Governance and Policy Committee and offers to bring it forth to the committee in an attempt to embed the TRC and UNDRIP into the policies as a whole within the Government and Policy Committee review process.
* Michelle Aarts:
	+ She sits on the Steering Committee for the MYSP and that they are currently at the consulting stage in the development of the MYSP. She claims that she has witnessed the TRC and UNDRIP being embedded into the review process of policies and bylaws byway of using an Indigenous consultant.
	+ She mentions that there are currently two policies with respect to student achievement being reviewed that should be looked and reviewed by the Council of Elders.
* Alexander Brown:
	+ Declares that this motion was suggested by the Elders Council and therefore communication should be directed back to the Elders Council on how this is being implemented.
	+ He requests clarity on Michelle Aarts mention of an Indigenous Consultant.
	+ He would like to suggest that the Board consult with the Elders Council on matters of language within the policies, bylaws and governance.
* Tanya Senk:
	+ Reiterates Alexander Brown’s point that this motion was indeed brought forth by the UICAC and the Elders Council. They have been doing knowledge building on Truth and Reconciliation since the TRC was released in 2015.
	+ In May 2022, the UICAC and the Elders Council made the recommendation that this become a motion. It was crafted with the help of a lawyer, it went to Board and it was passed, and it is now a resolution.
	+ We need to ensure that we are addressing it, upholding it, we’re embedding it, we’re enacting it everywhere possible and that we deal with the structural challenges that we have, particularly with respect to operational procedures and Governance when it comes to Bylaws, and that the Board is held accountable for the areas where we are hitting barriers.
	+ That is why we are asking for the support of the Trustees to ensure that this is common knowledge across all sectors of our Board, because this will help the UIEC to move Indigenous Education forward in its initiatives.
	+ She also asks Michelle Aarts for clarity about an Indigenous Consultant given that the motion was put forward by the Elders Council, and the UICAC.
* Joanne Dallaire:
	+ Feels that the Board is ticking boxes and not addressing the issues
* Jim Spyropolous
	+ Reiterates and emphasizes Alexander Brown’s point on the need accountability.
	+ Unless we create a level of accountability, our steps ahead are going to be very challenging.
	+ He echoes the words of Ms. Matthews, an Indigenous Lawyer, in saying that “we need to create structures the support the type of systemic change that we are discussing.” The two important points Ms. Matthew raises are: 1) If you really want something to move forward, you have to tie it an existing structure within an organization. The ultimate decision-making authority at TDSB is the Board of Trustees. He reiterates Tanya Senk’s point the Board of Trustees needs an Indigenous voice. The second point he emphasizes from Ms. Matthews is: 2) the need for a Standing Committee in order to increase accountability.
* Tanya Senk:
	+ According to the Education Act, we are at the maximum number of Trustees a Board could have, which is 22 Trustees, none of which are Indigenous. However, Indigenous people need authority, we need agency, and we need autonomy to embed, commit to the TRC and UNDRIP to support Indigenous students and families.
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| New and Other Business | **Tanya Senk (System Superintendent, Indigenous Education, UIEC and Kâpapâmahchakwêw / Wandering Spirt School, TDSB)*** Tanya introduces Elizabeth Addo, and the upcoming MYSP discussion

**Elizabeth Addo (System Superintendent, Leadership Development, Employee Engagement, Continuous Improvement, TDSB)*** Elizabeth Addo:
	+ introduces herself and Tana Turner, of Turner Consultants, who has been hired to review the MYSP.
	+ She acknowledges the motion passed re: UNDRIP and TRC on June 29, 2022. She asks Tanya to review the seven canopies.
* Tanya Senk:
	+ reviews the seven canopies, and mentions that the development of them that took place in 2017, a project led by Dr. Susan Dion. Enveloped funding distribution is based upon these seven canopies: Student Voice, Professional Learning, Community Engagements, Partnerships, Programming and Curriculum Development, Research Development and Innovation, and The Truth and Reconciliation, Self-Determination.
* Elizabeth Addo:
	+ explains the MYSP requirements and renewal processes. The renewal process takes place in three phases: Phase one: consultations; Phase two: analyze input; Phase three, develop strategies. She reviews the 5 pillars of the MYSP. Pillar 1: transforming student learning; Pillar 2: creating a culture for student and staff wellbeing; Pillar 3: Providing equity of access to learning opportunities for all students; Pillar 4: Allocate human and financial resources in a strategic way to support student needs; Pillar 5: Build strong relationships and partnerships within communities and caregivers in order to support student well-being. (see attached [deck](https://docs.google.com/presentation/d/1VWLa7KP5KJY1wrm8FpX2HbM97atPaEqE1oTkDDvmtsI/edit#slide=id.g261fe905d51_0_0))
* Questions to consider when reviewing the pillars: is this still important to you? Is it still relevant?
* Pillar 1: feedback from the committee:
	+ Alexander Brown:
		- clarifies that Indigenous education is not equity seeking, it is sovereignty and self-governance seeking. He offers that this needs to be clarified in the MYSP.
		- mentions that in the past the MYSP has had “motherhood statements” and he would like to see this MYSP to be more specific.
		- asks for there to be some sort of governance and monitoring process by the Indigenous community.
* Pillar 2*:* feedbackfrom the committee:
	+ No comment.
	+ Joanne Dallaire:
		- offers that silence is perceived as acceptance.
* Pillar 3: feedback from the committee:
	+ Tanya Senk
		- mentions that there needs to be more education and emphasis at our Board as to the implications of UNDRIP as it relates to Human Rights and Understanding, and for Employment Equity. Indigenous people are greatly underrepresented.
		- She states: “We are not seeking equity, we are asserting and affirming self-determination in terms of being able to do what we need to do.”
	+ Joanne Dallaire:
		- makes the observation that we are doing a game of catch up due to the impacts of intergenerational trauma and cultural genocide on the Indigenous Peoples. There will likely have more eligible Indigenous candidates for recruitment in the next 10 years.
	+ Bonnie Johnston:
		- asks if there will be anything in the MYSP that addresses COVID? The long-term impacts on students and staff?
	+ Elizabeth Addo:
		- Assures Bonnie and the committee that COVID implications will be considered in the MYSP.
	+ Tanya Senk:
		- suggests that when working on the MYSP that colonization is considered, its long-term effects and how they are compounded with COVID.
* Pillar 4: feedback from the committee:
	+ Tanya Senk:
		- Mentions that the Indigenous Education Grant is enveloped specifically for Indigenous Education. Any incremental funding that it may incur through the implementation of this funding is also reinvested back into Indigenous Education exclusively. This is a distinction with respect to budget.
	+ Alexander Brown
		- mentions that it has been a longstanding goal to have a new Indigenous school built. He wants to know if this plan is a part of the MYSP.
	+ Tanya Senk:
		- Currently we can’t use enveloped funding support capital projects. It’s been advocated that these funding formulas need to be changed so that we can support Capital Projects. We need to have sovereignty over our own funds and be able to generate funds for capital projects and not have to rely on the Ministry.
* Pillar 5: feedback from the committee:
	+ Shannon Judge
		- mentions that all Pillars offered are a priority, but she seconds Alexander’s request governance and monitoring processes to be put in place. She mentions that it’s currently very difficult to measuring how effective the current and past pillars have been. This kind of transparency and accountability is important for planning MYSP pillars moving forward.
	+ Elizabeth Addo:
		- mentions that every year that the director prepares a report and provides a snapshot of how the MYSPs are moving forward. But she understands and acknowledges the need for a more transparent means of observation and accountability with respect to Indigenous initiatives.
	+ Elder Duke Redbird
		- asks what the new priorities introduced in this strategic plan are.
	+ Elizabeth Addo:
		- mentions that these will be developed in the third phase of development. We are currently in the first phase.
	+ Tanya Senk:
		- asks if it’s possible to interweave UNDRIP and TRC within all these pillars. And she would like to see a direct address in the report by the Director.
	+ Elizabeth Addo:

assures the committee that she will bring these ideas forward to the committee and do her part to amplify the need for accountability and transparency.  |  |
| Elders Update: | **Dr. Joanne Dallaire, Dr. Duke Redbird, Pauline Shirt and Clayton Shirt*** Mentions that we are still in need of new members.
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| Next Meeting Date: | January 16th 2023, 6pm – 7:30pm. Zoom Meeting |  |
| Traditional Closing: | Joanne offers a traditional closing. |  |