



Minutes of the Equity and Inclusivity Task Force (TF) of the Lester B. Pearson School Board
Meeting

Held On-Line
January 22, 2021, 19h:00

Chaired by Dr. Myrna Lashley

Task Force Mandate

- 1) Evaluate the strengths and weaknesses of existing policies and procedures pertaining to addressing and eliminating all forms of systemic racism and discrimination; and*
- 2) Produce actionable recommendations to serve as a foundation upon which individual institutions, based on demographic and educational requirements, can build to promote equity and inclusivity for all students and staff.*

Present:

Sharad Bhargava
Chad Cowie
David Chisholm
Natalie Constant
Lisa Davis Mancini
Andrew Henry
Sabi Hinkson
Colin Jamieson
Kemba Mitchell
Wusua Mitchell
Fariha Naqvi Mohamed
Matthew Pike
Finn Poirier
Thomas Rhymes
Felix Robitaille
Shari Waldrich
Nimalan Yoganathan

Absent- Regrets:

Tiffany Callender
Khobee Gibson
Carol James

The Chair called the meeting to order at 19h:00 and welcomed the members to the meeting.

The minutes of the January 8th meeting were approved.

The Chair introduced the idea of recommending to the Board, that an independent racism commissioner be added to the system but report to the Council of Commissioners, rather than the LBPSB. A lengthy discussion ensued. It was concluded that the recommendation of an independent commissioner on racism will be a part of the final report.

A discussion ensued about bringing awareness to the importance of facing the discomfort of looking inward to realize what life is like to live below the horizontal line of the social system. It is crucial that the final recommendations reflect this, in order to build upon and uphold policies that ensure equity and inclusivity for all.

The chair spoke of 'wicked problems' and how the concept applies to systemic racism. She supplied a document ([attached to these minutes](#)) outlining the characteristics of 'wicked problems'.

The chair also introduced the TF to Franz Fanon's theory of the horizontal line and asked members to incorporate the concept into their everyday lives during the coming weeks. Participants asked for a more fulsome explanation of the concept at the next meeting. The chair will prepare and present a short lecture on the 'line'.

The TF acknowledges Muslim awareness week. January 25th - 31st.

The Chair reported that she is continuing to outreach to the public through the media, inviting the public to share their stories with the Task Force.

The TF folders are continuing to be populated with academic literature to support evidence-based recommendations.

The subgroups are adhering to the TF report timeline, and are meeting on a regular basis.

The next TF meeting will be held on February 5th at 19h:00

The meeting was adjourned at 21h:17