



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

Held On-Line

February 5, 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
Tiffany Callender
Chad Cowie
David Chisholm
Natalie Constant
Lisa Davis Mancini
Sabi Hinkson
Colin Jamieson
Kemba Mitchell
Wusua Mitchell
Matthew Pike
Finn Poirier
Thomas Rhymes
Felix Robitaille
Shari Waldrich
Nimalan Yoganathan

Absent- Regrets:

Khobee Gibson
Andrew Henry
Carol James
Fariha Naqvi Mohamed

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

The minutes of the January 22nd meeting were approved.

The Chair reported that letters from the community were still arriving in the TF inbox.

The Chair has been contacted by the Sir Wilfred Laurier School Board, expressing interest in the work of the Task Force as they are looking to form their own Task Force. Many school Boards are interested in the TF's work and are excitedly awaiting the final recommendations.

The Chair will present to two of the Adult Centers, PACC and Place Cartier, in the coming week. The presentation will be along the topic of Black History month and also have time to talk with the students regarding their experience as adult learners within the Lester B.

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

Race and Ethnicities Sub-group: The group reported that they are organizing four different elements to explore in regards to creating a framework for the final recommendation report.

Religions Sub-group: The group meets on a regular basis to discuss their evidence-based research and are adhering to the report timeline.

Abilities Sub-group: The group holds regular meetings and are reviewing data on student success rates as well as Individual Educational Plans (IEPs) and the issues of the stigma associated with these plans.

Sexualities Sub-group: The group reported that they are exploring aspects of the Anti Bullying Anti Violence (ABAV) policy in relation to homophobic bullying and Transgender bullying. They are also looking at how data is collected with this student population and how this data is used to formulate policies.

Gender Sub-group: the group met to discuss actionable recommendations such as standardizing language on all forms and systems in schools, and pronouns and preferences. They also are looking at the accessibility of gender-neutral washrooms and changing rooms. As well as information and education for parents and school staff.

The Chair presented a Powerpoint presentation on "Above and Below the Line" [Presentation to LBPSB Task Force](#) an audio file of the presentation will be posted on the TF webpage, as soon as it becomes available.

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

The meeting was adjourned at 21h:20