



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

Held On-Line

April 9th, 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
Fariha Naqvi Mohamed
Nimalan Yoganathan
Matthew Pike
Finn Poirier
Thomas Rhymes
Felix Robitaille
Shari Waldrich

Absent- Regrets:

Tiffany Callender
Khobee Gibson
Carol James
Wusua Mitchell

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

The minutes of the March 26th meeting were approved.

The Chair reported that some community members have been in contact with her in regards to the recent resolution on *the ban of the N-word*, expressing their dismay with the decision, and worry that it will target black students.

A list of community group resources has been compiled and will be made available to the School Board.

The Ministry of Social Affairs has been in contact with the Chair, to discuss mental health in the black community as well as current events in schools, education and selected books.

There is a need for development of cultural compassion, cultural humility and cultural safety in as many agencies as possible. It needs to be a whole government approach.

Each subgroup has been requested to submit to the Chair, a brief overview of their theme to get a sense of the report writing progression.

The Chair shared a report structure outline document to review the framework for the report writing process. This tool will be used as a template for report drafting. The Chair also reviewed the steps to reference footnotes. Sub group themes will be indicted by chapters, such as:

Gender - Chapter 1

Sexualities - Chapter 2

Abilities - Chapter 3

Race and Ethnicities - Chapter 4

Religions - Chapter 5

Themes will follow a numerical structure. Example: Theme 1.1, 1.2. 1.3... Theme 2.1, 2.2,

2.3... etc. Appendices - Chapter 1 and so forth. 1.8 a, 1.8 b, 1.c...etc.

Uniformity of the document is imperative to produce a clear and well structured report that will be presented to the school Board.

The next TF meeting will be held on April 23rd, at 19h:00

The meeting was adjourned at 20h:30