

# Name of Committee: Urban Indigenous Community Advisory Committee

**Meeting Date**: **Tuesday, December 15, 2020**

**Time: 6:00 p.m. – 7:30 p.m.**

## Attendance: via Zoom:

**Core Voting Constituents:**

Present: Dr. Joanne Dallaire (Elder), Mary Doucette (OA), Robert Durocher (Instructional Leader, TDSB), Natasha Gleeson (SST, TDSB), Marilyn Hew (TYRMC), Shannon Judge (Parent Council, TDSB), Dr. Bob Phillips (Community), Adrienne Plumley (Instructional Leader, TDSB), Dr. Duke Redbird (Elder), Christina Saunders (CAVP, TDSB), Tanya Senk (P/CAP, TDSB), Selina Young (City of Toronto), Joe Rock (City of Toronto).

**TDSB Trustees:**

Present: Alexander Brown, Trixie Doyle, Dan MacLean, Jennifer Story.

**TDSB Staff:**

Present: Lisa Dilworth (Principal, TDSB), Barbara-Ann Felschow (Retired Principal, TDSB), Candice O’Grady (Communications Officer, TDSB), Melissa Mohammed (OA, TDSB), Jim Spyropoulos (Executive Superintendent, TDSB).

**Guests**: Waabshka-Mkwa (2Spirits), Bobbi-Jo Virtue (Community).

## Regrets:

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| **ITEM** | **DISCUSSION** | **RECOMMENDATION / MOTION** |
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| Call to Order, Traditional Opening, Meeting Etiquette/Code of Conduct/ | Elder Dr. Joanne Dallaire chaired the meeting. Elder Dr. Joanne Dallaire conducted a traditional opening andspoke to the code of conduct for UICAC members and guests. Introductions from the membership in attendance.  |  |
| Approval of Agenda | The agenda of December 15, 2020 was approved by consensus.  |  |
| Review and Approval of the minutes of November 17, 2020 | The minutes of November 17, 2020 were approved by consensus. |  |
| Declaration of conflict of interest and Terms of Reference | None declared |  |
| UICAC Priorities for 2020-21 Re-visited:1. Facility, 16 Phin – Mobility, Accessibility, Health & Safety, Renovations.
2. Indigenous TDSB Trustee and Student Trustee.
3. Hiring practices, recruitment, retention and mobility.
 | UICAC Priorities:1. Facility, 16 Phin – Mobility, Accessibility, Health & Safety, Renovations.
* No updates at this time.
1. Indigenous TDSB Student Trustee.

**Tanya Senk (CAP):*** Conversations with the Indigenous Youth Council are taking place and a new Indigenous TDSB Student Trustee will be appointed in the new year.
1. Hiring practices, recruitment, retention and mobility.

**Jim Spyropoulos (Executive Superintendent):*** Continue to look at ways to ensure hiring, retention, promotion and succession practices are structured in a way that supports Indigenous communities.
* Elders Council met with Employee Services, Associate Director and Human Rights Department on December 14th, 2020 to review policy changes that need to be made to make these systemic changes.
* Striving to do more and will continue to be guided by the Elders Council and community in the name of self-determination and to direct us as to what they would like to see as to next steps.

**Elder Dr. Duke Redbird:*** The meeting on December 14, 2020 was a very good meeting.
* Will continue to meet and everyone is on board to find ways to exercise self-determination for hiring within TDSB and specifically at Kapapamahchakwew Wandering Spirit School (KWSS) and Urban Indigenous Education Centre (UIEC)
 |  |
| Staff Update: | **Chair Alexander Brown (Trustee):*** The Board has passed a recommendation from the committee of the board to pause the search for a new Director of Education until the new year due to Covid-19 having an impact on having face to face interviews with candidates.
* Dr. Kathy Witherow’s last day as interim Director will be December 30th.
* The Board will be announcing who the new interim Director will be this week. This specific interim Director will be asked to continue into 2021 on a flexible schedule. You can find more information on the TDSB website.

**Jim Spyropoulos (Executive Superintendent)**:* The success in maintaining a safe school at KWSS is directly attributable to the Admin Team. They have made a tremendous difference in ensuring the school, students and staff are safe.
* Jim Spyropoulos extended thank-yous to Admin and Staff (Tanya Senk (CAP), Christina Saunders (CAVP), Elise Twyford (VP), Barbara-Ann Felschow (Retired Principal) for a job well done over these last several months.
* The Board has made a very important systemic decision that will have long term benefits for marginalized students. The new [regulations](https://www.ontario.ca/laws/regulation/200440) remove the discretion of the principal to suspend students in junior kindergarten to Grade 3 for activities listed in subsection 306 of the Education Act, beginning in the 2020-2021 school year. Trustees unanimously agreed to go into every child’s record and remove any suspensions a child had during kindergarten to Grade 3.

**Tanya Senk (CAP):*** KWSS and UIEC have been working in partnership with Anishnawabe Health and the Women’s College Hospital Centre for WISE practices in Indigenous health. This is an Indigenous community based led health care – COVID-19 testing took place at the school on December 8th and December 15th.
* UIEC team have been working hard to put together 500 Wellness Bundles. Extended thank-yous to the UIEC Team and the SST Team.

**Elder Dr. Duke Redbird:*** Elder Dr. Duke Redbird was honored by JAYU Arts of Human Rights award – he received the Lifetime Achievement Award.

\*A video was played to honor Elder Dr. Duke Redbirds work. Appreciation and applause came from all those in attendance at the UICAC Meeting. |  |
| New and Other Business |  |  |
| Future Topics: |  |  |
| Traditional Closing: | Dr. Elder Joanne Dallaire closed the meeting. |  |
| **Adjournment** | The next UICAC will be on January 19th, 2021 @ 6:00pm on Zoom. |  |