

Equity and Inclusivity Committee Meeting  
Humbercrest School Advisory Council  
November 9th, 2022 6:30pm Virtual Meeting

**Attendance:**

Dan, Darina, Marlene, Shay, Claudia, Ibi, Sasha, C.C.

**Overview:**

2020 : Student data survey sent out to Gr.4-8 students. 75% responded.

Measures of success: Admin conducted class visits to discuss human rights, protected grounds and how to report discrimination. 2 new clubs formed: GSA Gender Sexuality Alliance and BSA Black Student Alliance

2021 : Reviewed survey questions 2021/22 - questions asked students about their feelings of belonging, but not *WHY* they feel a certain way - concluded that we need to dig deeper.

Measures of success: More incidents reported overall.

Applications for Parent Council Funding - 2 proposals from Equity and Inclusivity Committee

1. Fund two teachers to become certified Orton Gillingham (OG) instructors for literacy support to students with learning differences. *Need update with this and still need to see board supports for all schools in reading.*

2. Hire TDSB Equity Consultant, Charmaine Lane, to discuss Anti Black Racism & Racial Trauma.

**Mandate & Goals**

Noted that a new Policy regarding Protected Grounds, Discrimination and Bias should be included

**Admin Update**

Marlene has been in touch with our School Equity Program Advisor (SEPA), Chelsea Takalo, about working with us and how she can support equity work at our school. We are committing to 3 years where we address inequities, have target student focus groups, open conversations, work with teachers and parents. Also, board equity policies and procedures can be presented to parents at an SAC meeting. Staff and parents can complete an activity that explores *Identities below the surface*.

**Days of significance**

How do we celebrate days of significance, not as a checklist, but meaningfully?

Seek out TDSB days of significance - Sasha uses them in her classroom. We can include them in weekly emails and announcements. She will present this idea to staff members

### **Indigenous Mural**

Completed this week. Next step - it becomes a teaching piece - what is the meaning behind the drawings. Kids will come to council in December to present. We want to continue the oral stories from year to year.

### **Anti Black Racism**

We need to continue the conversation of Anti-Black Racism. We need to hear more voices. How safe does the space feel? How welcome do people feel? We need to find a way to reach others beyond this group. How do we bring different people into the conversation. Can we schedule this meeting on a weekend? Should we have them in-person? Off-site?

### **Next steps:**

Work with School Equity Program Advisor (SEPA), Chelsea Takalo to address these questions, gather data, turn to action and not just talk.

Next virtual meeting: **January 18th, 2023**

Previous minutes and survey results will be sent out to committee members