



## **Anti-Black Racism and Black Excellence Advisory Committee Meeting Minutes**

| Tuesday, April 16, 2024 | 6:30 p.m. – 8:00 p.m. | Director’s Conference Room, 650 Rossland Rd. West, Oshawa |

**Attendance:** Chair - Shauna Bookal, Vice-Chair – Jamaal Augustine, Director of Education – Tracy Barill, Human Rights and Equity Advisor – Kayode Akomolafe, Superintendent Katharine Stevenson, Committee Secretary – Brenda Rocha, Mary Lewis, Lara Awoleye, Tania Magdalena Baldwin, Cristina Seucharan, Zhora Adatia-McGlashen, Phil Johnson, Angela Adu-Morrison, Anissa Voisin.

6:30 p.m.	<b>Land Acknowledgement:</b>	Lara Awoleye
6:35 p.m.	<b>African Ancestral Land Acknowledgement:</b>	Anissa Voisin
6:40 p.m.	<b>Opening Prayer:</b>	Chair Bookal
6:45 p.m.	<p><b>Welcome Remarks:</b></p> <ul style="list-style-type: none"> <li>Chair Bookal thanked everyone in attendance online and in person.</li> <li>Director Barill is officially retiring on August 31, 2024. The board recruited Promeus, an executive search firm to search for the new DCDSB Director of Education whom the Board of Trustees are responsible for hiring. The goal is to hire the new Director by mid to late June.</li> <li>Director Barill noted that equity, diversity and human rights are a priority for the board and will be carried on with the new Director.</li> <li>Committee members thanked Director Barill for all her work in the board and the committee and offered their best wishes.</li> </ul>	Chair Bookal
7:00 p.m.	<p><b>Celebration &amp; Recognition Working Group Update:</b></p> <p>Chair Bookal handed out a document she had written and researched as a proposal for an award that the ABR &amp; BE Advisory Committee might consider presenting to students. Details are outlined below:</p> <p><b>Award Name &amp; Process:</b></p> <ul style="list-style-type: none"> <li>Proposed award name - DCDSB Equity, Diversity, and Inclusion (EDI) Student Leadership Award for Black and Racialized students.</li> <li>To be awarded annually to one graduating Black student from each high school.</li> <li>Each recipient will receive a commemorative gift to honor the achievement.</li> <li>Nominations will be submitted via an online nomination form.</li> <li>No late or incomplete submissions will be accepted after a set deadline.</li> <li>The selection criteria to be determined by the ABR &amp; BE Advisory Committee will include: <ul style="list-style-type: none"> <li>Alignment with the DCDSB EDI statement.</li> <li>Leadership in EDI-related service and/or programming.</li> <li>Demonstrated history of participation in EDI initiatives/programs.</li> </ul> </li> </ul> <p><b>Other Details:</b></p> <ul style="list-style-type: none"> <li>Schools can select one or two candidates to present to the committee for consideration. Consider also quiet/reserved students who aren't publicly active or noticeable but are still engaged in EDI work in the background.</li> <li>Award could be a mentorship opportunity or a monetary gift (\$500.00 - \$5,000.00) via fundraising/sponsorships. It was noted that board policy requires transparent financial reporting practices for any money raised through fundraising via parent council. If this is a long-term initiative, it needs a sustainable source of funding.</li> </ul>	Chair Bookal/ Working Group



	<ul style="list-style-type: none"> <li>• An evening event may be hosted to recognize the winners and their families in the fall, at graduation or at the next Equity Invitational Learning Series event scheduled for November 7<sup>th</sup>, 2024.</li> <li>• A sponsorship letter will be required to start handing out to sponsors for funding.</li> <li>• The time between now and the next Equity Invitational Learning Series event should be used to come up with a campaign and program/event promotion.</li> <li>• DCDSB Communications department can be a resource for promoting the award through video production, board website, and social media channels.</li> <li>• Also suggested was to find a local Black business owner who will provide mentorship to a student for one full year. An outreach to community partners like DRPS and Durham Region Equity departments who already have structures for mentorship.</li> </ul> <p><b>Action:</b> Brenda will include the award recommendation document created by Chair Bookal with the minutes for committee feedback.</p>	
7:30 p.m.	<p><b>Election of Vice-Chair:</b></p> <ul style="list-style-type: none"> <li>• Pursuant to sections 11.2.2 and 11.2.3 of the Terms of Reference, the inaugural Vice-Chair’s term expires in October 2024. An election will be held at the committee’s May 21, 2024 meeting.</li> <li>• Going forward, the Vice-Chair’s term is two years.</li> <li>• Members will receive information regarding the election by email.</li> </ul>	HREA Akomolafe
7:45 p.m.	<p><b>Any Other Business:</b></p> <p><b>1. Student Demographic Survey:</b></p> <ul style="list-style-type: none"> <li>• The survey will be conducted between April 22-26, 2024.</li> <li>• Members were given information about the survey.</li> <li>• The 2022 survey report showed a 39% overall completion rate. The report also indicated lower completion rates in the high schools, and that the higher the grades, the lower the completion rates.</li> <li>• Parents will complete the survey for elementary students, while high school students will be allowed class time to complete the survey in school.</li> <li>• Parents have been sent an opt-out form for high school students who may choose not to complete the survey.</li> <li>• Principals were asked to submit to Senior Admin a data collection for high school students to complete the survey during class time.</li> <li>• In response to a question about collaboration with students, members were made aware that the Student Senate was informed and is promoting the survey with the student population. Further student outreach will be done.</li> </ul> <p><b>2. Future Meeting Dates:</b> The following dates were proposed for the Committee’s meetings for the 2024-25 school year:</p> <ul style="list-style-type: none"> <li>• Tuesday, September 24<sup>th</sup>, 2024</li> <li>• Tuesday, November 19<sup>th</sup>, 2024</li> <li>• Tuesday, January 21<sup>st</sup>, 2025</li> <li>• Tuesday, February 25<sup>th</sup>, 2025</li> <li>• Tuesday, April 22<sup>nd</sup>, 2025</li> <li>• Tuesday, May 27<sup>th</sup>, 2025</li> </ul> <p>Meetings will be held at the Board office at the same time from 6:30 p.m. – 8:00 p.m.</p> <p><b>3. Career Panel and Drum Circle: Intergenerational Hub:</b></p>	All



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	<ul style="list-style-type: none"><li>• On March 4<sup>th</sup>, 100 students met with a panel of 5 Black experienced adults at the Pope Francis Center to discuss topics such as career options and mental health.</li><li>• Each of the participating schools presented roughly fifteen students for the event that was organized primarily for Black and Black-identifying students.</li><li>• The event provided an opportunity for mentorship and healthy conversations with the students who were engaged and participated actively.</li><li>• A short video clip of the drum circle was shared with committee members.</li></ul>	
7:55 p.m.	<b>Closing Prayer:</b>	Zhora Adatia-McGlashen
8:00 p.m.	<b>Adjournment:</b>	Chair Bookal