



Anti-Black Racism and Black Excellence Advisory Committee Meeting MINUTES

Date: Wednesday, May 24, 2023, | 6:30 p.m. | Director’s Conference Room, 650 Rossland Rd. West, Oshawa

Attendees: Tracy Barill, Kayode Akomolafe, Brenda Rocha, Shauna Bookal, Zhora Adatia-McGlashen, Bibi Singh, Alexa Rodney, Luetasha Watkins, Cristina Seucharan, Katherine Mustachi, Shauna Bookal, Angela Adu-Morrison, Nicole Emanuel, Hannah Kent, Keisha Petrolo, Mary Lewis.

Item	Items for Discussion	Owner
1.	Land Acknowledgements	ABR & BE
2.	Opening Prayer	ABR & BE
3.	Welcome Remarks	Kayode Akomolafe
4.	Terms of Reference Survey Discussion	Kayode Akomolafe/Tracy Barill
5.	Future Meeting Dates	Kayode Akomolafe
6.	Equity Invitational Learning Event	Kayode Akomolafe
7.	Update on Sub-Committee Work	Kayode Akomolafe
8.	Any Other Business	All
8.	Adjournment	All

1. **Land Acknowledgement:**
Zhora Adatia-McGlashen
2. **Opening Prayer:**
Mary Lewis
3. **Welcome Remarks:**
 - Kayode welcomed everyone in attendance.

- As discussed at the last meeting, the plan is to distribute meeting minutes to members within two weeks of the meeting.

4. Terms of Reference Survey Discussion:

- A survey was developed for further input to the review of the committee's Terms of Reference. Time was provided during the meeting for members to complete the survey. The survey response will be used to update the committee's mandate and to guide the committee's work.

5. Future Meeting Dates:

- Tentative ABR & BE Advisory Committee future meeting dates were presented to members for consideration. The dates were proposed based on the school's calendar for the year and would be reviewed by Board Senior Leadership to ensure they align with the Master Calendar. Once approved, meeting invites will be scheduled. Tentative meeting dates are as follows:
 - September (no date yet confirmed)
 - October 25th
 - November 22nd
 - January 17th
 - February 21st
 - April 17th
 - May 22nd
- Members decided to meet in June to follow-up action points from this meeting, and to avoid a gap before the next proposed date in October.
- June 21st was agreed as the next meeting date. A meeting invite and the draft Terms of Reference will be sent to committee members not later than two weeks to the meeting date. This meeting will be virtual.
- The agenda for future meetings will be prepared and shared one week prior to meeting dates. This will continue to be jointly prepared by the Board resource and the Co-chair to ensure community input in the agenda.
- It was considered that a standard agenda template could be developed with a section for community report or information so that important topics from the community can be addressed at each meeting.
- It is being proposed in the reviewed Terms of Reference that Executive members of the committee will comprise of co-chairs (a parent & a Board member), a secretary, being the Executive Administrative Assistant to the HREA (Brenda Rocha), and representatives of community organizations.
- Election of the co-chair will be organized at the end of respective terms.
- Community-based organizations within Durham region (e.g., Pickering Anti-Black Racism Task Force, Durham Region Anti-Black Racism Task Force, TAIBU, etc.) and groups that share a common purpose to dismantle anti-Black racism as agreed by the committee would nominate a member to the committee.

6. Communication During Summer:

The committee will communicate updates to members in the summer months. This is likely to be once a month. Those months will be spent planning for the new school year, which may include information that requires committee involvement.

7. Equity Invitational Learning Event:

The Board continues to explore opportunities to host an Equity Invitational Learning event. Unfortunately, time did not permit in this school year. In March members were asked to propose suggested speakers. These names were brought forward and will be kept for consideration for the coming year. D. Tyler Robinson and Allison Hector-Alexander have agreed to be guest speakers.

8. Update of Sub-Committee Work:

There was a pause in sub-committee activities last year. It was agreed at the last meeting that some of the work could be archived. A table outlining the composition of the subcommittees and what was accomplished was shared with members to not lose sight on what had been done. The chart will be circulated to members along with the minutes.

The Board will communicate to the committee, as representatives of the community, the steps which it has taken to address systemic discrimination and anti-Black racism, because of, or in alignment with the subcommittees' proposals. The Board is committed to listening to Black parents and students, as embedded into the Board's current strategic priorities. Community feedback will help the Board in developing initiatives and programs to address anti-Black racism in our schools.

9. Tackling Anti-Black Racism:

- It was suggested that the committee should collaborate with Black professionals in finance, healthcare, and other fields to talk to Black students in the Board. This is to model representation to Black students and encourage them to consider such careers. This mentoring initiative can include discussions on interviewing skills, coaching on resume writing, etc. It was suggested that this initiative could start in Grade 9.
- Publicity for the event could include the images of these professionals displayed throughout schools to promote these initiatives. This could spark interest amongst students to attend these mentoring events.
- This year the Board ran UBUNTU sessions in partnership with Por Amorr\for students in grades 7-9. About 757 students have already benefitted from this initiative.
- There is also a Deconstructing Anti-Black Racism in the Canadian and North American context course running as a pilot program in three schools in the Board. There is an intention to increase that soon.

10. Other Business:

N/A

11. Adjournment: