



Anti-Black Racism and Black Excellence Advisory Committee Meeting Minutes

Durham Catholic District School Board – North and South Board rooms at CEC

Feb 26, 2026, at 7:00 p.m.

Attendance:

ABR & BE Advisory Committee Members: K. Gaines, A. Voisin, N. Cyrus, Linda A

Board Staff: G. Winn, K. Akomolafe, K. Stevenson, M. Prabu

Online Attendees: N. Emanuel (Chair), J. Oritse, A. Rodney, S. Williams

1. Call to Order

The meeting was called to order at 7:06 p.m.

Members were informed that the session was being recorded for note-taking accuracy.

Opening Prayers and Courtesies

N. Emanuel offered the Land Acknowledgement, followed by J. Oritse delivering the Ancestral Acknowledgement. The Opening Prayer was led by N. Emanuel.

2. Welcome

K. Akomolafe welcomed committee members and thanked them for their ongoing commitment and participation.

3. Adoption of Minutes

“THAT the Anti-Black Racism and Black Excellence Advisory Committee approve the minutes of the meeting held on February 26, 2026.”

Motion moved by N.Cyrus and seconded by A. Voisin. Carried.

4. Feedback on January 13th Equity Invitational Learning series

Committee members provided feedback on the January 13, 2026 Equity Invitational Learning Series, which featured Dr. Laura Mae Lindo.

Members spoke positively about the keynote presentation, décor, seating arrangement, and catering. The table-style layout was noted as contributing to an inviting and engaging learning environment.

Areas identified for improvement included:

- Increasing attendance, particularly educator participation
- Clarifying the intended audience

- Improving outreach and communication
- Implementing a sign-in process to track attendance

Suggestions for future sessions included:

- Providing a brief pre-event summary of the *Dreams Delayed* report
- Collecting post-event feedback
- Enhancing communication through DCPIC
- Considering more centrally located venues

It was clarified that the Equity Invitational Learning Series is designed as an invitational initiative intended for participants committed to dismantling discrimination within the Board, with follow-up action steps informed by the themes addressed at each session.

Members discussed concerns that the current name of the initiative may give the impression that it is intended for educators only. It was agreed that a name change would be considered to better reflect the intended audience.

It was noted that there was strong representation from union representatives at the event. Union representatives expressed interest in exploring opportunities for Dr. Laura Mae Lindo to provide professional development for school staff. Subject to logistical feasibility, there may be an opportunity to invite Dr. Lindo to present during the two PA Days scheduled prior to Labour Day. Any decision will be guided by feasibility and logistical considerations.

5. Updates on the Dreams Delayed Report

5.1. DCDSB Steering Committee

An overview of the Board's approach to implementing the *Dreams Delayed* recommendations was presented. The report identifies 29 actions, including nine immediate actions (to be implemented within one to two years) for education duty holders, organized under the categories of accountability, monitoring, and student well-being.

The Board is establishing a Steering Committee comprised of identified staff leads aligned to each of the nine immediate action items identified by the Board. The Steering Committee is scheduled to meet in March, April, and June 2026, with subcommittee work occurring between meetings.

The ABR & BE Committee was invited to identify parent representatives for participation on the Steering Committee. Discussion followed regarding:

- The number of parent representatives
- Accessibility of daytime meetings
- Ensuring equitable participation

In response to concerns that parent representatives would be the only unpaid members of the Steering Committee, it was clarified that, consistent with Board practice, honoraria are not provided to parent representatives serving on Board committees. It was also noted that all ABR & BE Committee recommendations would be considered.

With respect to communication with educators, it was explained that designated staff leads would be responsible for implementation and dissemination of the *Dreams Delayed* recommendations, with structures in place to support subcommittee work.

Members were advised that ABR & BE Subcommittee recommendations would be shared with designated leads, and the Subcommittee was asked to identify alignment with the *Dreams Delayed* action items.

It was further confirmed that the Steering Committee includes staff with relevant anti-Black racism expertise and lived experience.

Additional discussion addressed parent comfort and participation in the review process. The Board emphasized the importance of broadening parent voice, and that ABR & BE representation was requested for this purpose. Hybrid meeting options may be explored for accessibility. Updates on the Steering Committee's work will be reported back to the ABR & BE Committee.

A call for parent representatives from the full Committee was suggested. Discussion included consideration of appointing two parent representatives, with clarification to follow regarding the approach. James Oritse volunteered to serve as a parent representative on the Steering Committee.

5.2. ABR & BE Dreams Delayed Subcommittee Report

The Chair summarized the ABR & BE *Dreams Delayed* Subcommittee's recommendations related to:

- Monitoring anti-Black racism incidents
- Complaints resolution processes
- Access to data
- Alignment with the *Dreams Delayed* action items

Board staff requested that the Subcommittee's recommendations be aligned with the nine immediate action items identified by the Board in the *Dreams Delayed* report to support implementation. Clarification was also sought regarding the advisory role of the ABR & BE Committee relative to Board mandates, and discussion followed regarding access to monitoring and evaluation data.

The Chair clarified the intent of the recommendations and requested that the ABR & BE Committee be provided access to relevant monitoring data to support its advisory role. It was noted that further discussion with Board staff may be required prior to determining next steps related to data access.

Members raised questions regarding:

- Timelines outlined in the Subcommittee's recommendations
- Alignment with Board timelines
- Opportunities for broader member involvement beyond the Subcommittee

In response, the Chair advised that the Subcommittee's recommendations should first be received and voted on, after which alignment with Board action items and broader member engagement could be considered.

The following motion was moved:

THAT the Anti-Black Racism and Black Excellence Advisory Committee adopt the recommendations of its Subcommittee on the *Dreams Delayed* report and that the recommendations be submitted to the DCDSB Director of Education.

Motion moved by N. Emanuel.

All in favour. Carried.

6. Black History Month at DCDSB.

Discussion of Black History Month activities was deferred and will be addressed at the April meeting.

7. Business Arising

The committee agreed to change the April ABR & BE Committee meeting date from April 16 to April 21, 2026, due to scheduling conflicts.

8. Motion to Adjourn

Motion to adjourn was moved by J. Oritse and seconded by A. Voisin. Carried.

9. Closing prayer

Meeting Adjourned at 9:02 p.m.