

Equity Ad Hoc Committee

Date: October 17, 2024

Time/Location: 3:45 to 5:00 pm @ Superintendents Conference Room

Meeting start: 3:45 pm

Meeting Attendance

- Emily Mahbobi (she/her) (Trustee)
- Mavis David (she/her) (Trustee)
- Tom Aerts (he/him) (Associate Superintendent)
- Ai Linh Trinh (she/her) (GVTA)
- Chiana Van Katwijk (she/her) (GVTA)
- Matt Christe (GVTA) (Absent)
- Heather Brown (she/her) (VPVPA)
- Amy Read (she/her) (VCPAC)
- Ellie Proud (CUPE 382)
- Tania Singh (she/her) (VPVPA)
- Deanna Reid (she/her) (VPVPA)
- Tara Knight (CUPE 947) (Absent)
- TBD (Indigenous Representative)
- TBD (Student Representative)
- TBD (Student Representative)

1. Territorial Acknowledgement
 - a) Conducted by Trustee Mahbobi
2. Approval of agenda (by consensus) – carried
3. Minutes from previous meeting (by consensus) – carried
4. Introductions
 - a) Round table introductions with pronouns.
5. Small group discussion - Equity and Inclusion working definition.
 - a) Groups formed to review existing definition of equity (policy 110) and inclusion and reviewed definitions from other districts in British Columbia.
 - i. Questions considered:
 1. What is our existing definition missing?
 - a) Small group sharing.
 2. What barriers to equity and inclusion do we believe we have in our organization today? Large group sharing.
 - a) Money.
 - b) Educators who may not have experienced marginalization.
 - c) A 'check-box' mentality
 - d) The desire for change can be a barrier.

- e) Behavioural norms in schools can sometimes be exclusionary to cultural norms.
- f) That we need people here for reconcile-action.
- g) Lack of exposure to diversity.
- h) Expand our understanding of diversity beyond race, and culture. For example, neurodiversity, gender inclusion.
- i) Lack of creativity in how we use resources (e.g., outside agencies).
- j) Misinformation (emphasis on mental health and social media).
- k) FRIM – creates a dual system with disparity in access and resources.
- l) Lack of information/communication/lack of transparency.

6. C.1 Motion for Equity Committee passed October 1, 2024

a) Planning. Brainstorming where the committee should go next.

i. What other policies should we consider?

- a) Policy 5148 – Alternatives to regular classroom.
- b) 4302 Multiculturalism Policy and Regulation was recalled from pre-COVID – wondering where it went.
- c) Does this include other provincial mandates (e.g., SOGI mandate, Anti-racism planning)

ii. Define equity, define inclusion.

v. Explore a motion to the board: create an equity action plan, including an equity audit. Desire to have an outside agency support the equity action plan and audit, e.g., UVIC.

- 1. Parents want to collect lived experiences in school.
- 2. Can we hear from students? – 2 student reps are a part of this committee. The hope is for students to be represented at the next meeting.

7. Terms of reference review

- 1. See attached updated TOR

8. Next Steps

1. Policy Review.

- 1. Review Policies 110 Equity, 5147 Inclusion of Students with Special Needs, and 5148 Alternatives to the Integrated Classroom.

9. Next Meeting

- a. October 30, 2024, 3:45 – 5:00 pm

10. Motion to adjourn carried 5:01 pm