

MINUTES OF THE SPECIAL MEETING
OF THE
TORONTO CATHOLIC DISTRICT SCHOOL BOARD
HELD FEBRUARY 15, 2011

PRESENT:

Trustee: A. Andrachuk, Chair
" Jo-Ann Davis Vice Chair
" P. Bottoni
" N. Crawford
" F. D'Amico
" J. Del Grande
" T. Enverga
" P. Jakovcic
" A. Kennedy
" S. Piccininni
" B. Poplawski
" M. Rizzo
" N. Rizzo, Student Trustee

A. Gauthier
A. Sangiorgio
S. Pessione
G. Poole
M. McMorrow
J. DiGiovanni
L. Notten
P. Matthews
J. Saraco
D. Yack
J. Shain
G. Grant
R. McGuckin
B. McMorrow
L. Di Marco
A. Petitti
V. Burzotta
P. Keyes

E. Roher, Solicitor
L. Fernandes, Recording Secretary

MOVED by Trustee Enverga, seconded by Trustee Kennedy, that the agenda, as amended, be approved.

CARRIED

Patrick Keyes, Superintendent of Education, made a presentation to the Board regarding Equity and Inclusive Education – 1) Consultation Process 2) Religious Accommodation Guidelines 3) EIE Policy.

MOVED by Trustee Poplawski, seconded by Trustee Davis, that the presentation by Patrick Keyes, Superintendent of Education, regarding Equity and Inclusive Education – 1) Consultation Process 2) Religious Accommodation Guidelines 3) EIE Policy be received.

CARRIED

MOVED by Trustee Del Grande, seconded by Trustee Kennedy, that item 13a) be adopted as follows:

13a) Report regarding Equity and Inclusive Education.

That the Board approve the draft Policy for consultation as well as the consultation plan:

DRAFT Equity and Inclusive Education Policy

‘We proclaim that every individual young or old is to be treated with reverence and that we are to see the face of Christ in every person.’ Statement from the Assembly of Catholic Bishops of Ontario, January 14, 2011

The Toronto Catholic District School Board (the “Board”) recognizes that all people are deserving of dignity and are created equal in the image of God, each with inimitable characteristics (Genesis: 1:27). In accordance with the Catholic Faith and the Church’s moral teachings, the Board provides an educational environment which supports and embraces diversity within its Catholic community.

The Board recognizes that any form of social or cultural discrimination is incompatible with Catholic moral principles. The Board recognizes that the school system gives pre-eminence to the tenets of the Catholic faith, congruent and compatible with the protections entrenched in the Ontario *Human Rights Code* (the “Code”), the *Constitution Act, 1982* and confirmed in the *Canadian Charter of Rights and Freedoms*.

The Board and its staff are committed to the elimination of discrimination as outlined in Ontario’s Equity and Inclusive Education Strategy and the Ontario Ministry of Education Policy/Program Memorandum No. 119 (2009) in a manner which is consistent with the exercise of the Board’s denominational rights under section 93 of the *Constitution Act, 1982* and as recognized in section 19 of the Ontario *Human Rights Code*.

Regulations

1. Consistent with Catholic denominational rights the Board is committed to serving students, families and staff in its diverse Catholic community by incorporating the principles of equity and inclusive education in all aspects of its policies, programs, procedures and practices that are The Board recognizes the importance of anti-racism and anti-harassment policies in promoting and maintaining a Catholic learning and working environment that fosters racial and ethnocultural understanding.
2. The Board is committed to an informed leadership philosophy that inspires, empowers, and supports all stakeholders in our Catholic community to join together to implement institutional practices and behaviours that cultivate equity and inclusion.
3. The Board is committed to providing informed and shared leadership to improve student achievement, well-being and to close achievement gaps for students by identifying, addressing and removing all barriers and forms of discrimination in striving to achieve Catholic School Graduate Expectations.
4. The Board recognizes that the effective development, implementation and monitoring of equity and inclusive education policies and practices require the involvement of all partners in the Catholic school community.
5. The Board recognizes the critical connection between Catholic student leadership and improved student achievement and will strive to include the student voice in all aspects of the implementation of equity and inclusive education.

6. The Board is committed to establishing and maintaining partnerships with all members of our diverse Catholic community so that their perspectives and experiences are recognized.
7. The Board is committed to implementing an inclusive curriculum based on Catholic values and to reviewing resources, instruction, assessment and evaluation practices in order to identify and address discriminatory biases so that students may maximize their learning potential.
8. The Board is committed to the values of freedom of religion and freedom from discriminatory or harassing behaviour based on religion and will take all reasonable steps to provide religious accommodation within the legal rights afforded to the Catholic school system.
9. The Board is committed to the principle that every person within the Catholic school community is entitled to a respectful, positive and Christ-centred school climate where the learning and working environment is free from all forms of discrimination and harassment.
10. The Board, in its delivery of student-centered Catholic educational services, is committed to providing the school community with opportunities to acquire the knowledge, skills, attitudes and behaviours needed to identify and eliminate discriminatory biases and systemic barriers under the *Code*.
11. The Board is committed to assessing and monitoring its progress in implementing the Equity and Inclusive Education Strategy; to embedding the principles of equity and inclusive education into all Board policies, programs, guidelines and practices; and to communicating these results to the broader community. To that end an annual report will be made to Board on progress made with respect to the Strategy.

Glossary

accommodation. An adjustment made to policies, programs, guidelines, or practices, including adjustments to physical settings and various types of criteria, that enables individuals to benefit from and take part in the provision of services equally and to participate equally and perform to the best of their ability in the workplace or an educational setting. Accommodations are provide so that individuals are not disadvantaged or discriminated against on the basis of the prohibited grounds

barrier. An obstacle to equity that may be overt or subtle, intended or unintended, and systemic or specific to an individual or group, and that prevents or limits access to opportunities, benefits, or advantages that are available to other members of society.

bias. An opinion, preference, prejudice, or inclination that limits an individual's or a group's ability to make fair, objective, or accurate judgements.

creed. One of the prohibited grounds of discrimination in the Ontario *Human Rights Code*, interpreted by the Ontario Human Rights Commission to mean “religious creed” or “religion”. Creed is “a professed system and confession of faith, including both beliefs and observances or worship” that is “sincerely held” and includes non-deistic belief systems. Creed does not include “secular, moral, or ethical beliefs or political convictions” or “religions that promote violence or hate towards others or that violate criminal law:.. Individuals who do not belong to a religion or practise any specific faith are also protected by the *Code*.

diversity. The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status.

denomination: A religious organization whose congregations are united in their adherence to its beliefs and practices

discrimination. Unfair or prejudicial treatment of individuals or groups on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, or disability, as set out in the Ontario *Human Rights Code*, or on the basis of other, similar factors. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. Discrimination may be evident in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individual.

ethnocultural: relating to or denoting a particular ethnic

equity. A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

harassment. A form of discrimination that may include unwelcome attention and remarks, jokes, threats, name-calling, touching, or other behaviour (including the display of pictures) that insults, offends, or demeans someone because of his or her identity. Harassment involves conduct or comments that are known to be, or should reasonably be known to be, offensive, inappropriate, intimidating, and hostile.

inclusive education. Education that is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honoured and all individuals are respected.

Ontario Human Rights Code (the “Code”). A provincial law that gives everyone equal rights and opportunities, without discrimination, in specific areas such as education, jobs, housing, and services. The goal of the *Code* is to address and ultimately prevent discrimination and harassment.

religious accommodation. An obligation under the Ontario *Human Rights Code* to provide reasonable accommodation for students and employees who wish to observe the tenets or practices of their faith, as well as for those who wish *not* to participate in any form of religious observance.

The Chair called a five minute recess.

The meeting continued with Trustee Andrachuk in the Chair.

MOVED in AMENDMENT by Trustee Del Grande, seconded by Trustee Kennedy, that the guidelines be amended as follows:

1. Under Regulation 1, add the words “...teachings and” after the word Catholic in the first line.
2. At the end of Regulation 2, add the words “...in a manner consistent with the Catholic faith and Catholic moral teaching”.
3. At the end of Regulation 5, add the words “where the voice respects the Catholic faith and Catholic moral teaching.
4. Under Regulation 6, delete the last two words “...are recognized” and add “...may be taken into consideration where reflective of the Catholic faith and Catholic moral teaching”.
5. To add the word “...unjust” before the word “...discrimination” throughout the document.

MOVED in AMENDMENT to the AMENDMENT by Trustee Jakovic, seconded by Trustee Enverga, to Part 3, to add the words "...that promotes personal conduct in line with Catholic faith and Catholic values".

Trustees Rizzo, Kennedy and Davis requested a recorded vote on motions and amendments regarding Equity and Inclusive Education.

On the vote being taken on the Amendment to the Amendment as follows:

In favour

Trustee Jakovic

Opposed

Trustee Rizzo

- “ Andrachuk
- “ Davis
- “ Del Grande
- “ Enverga
- “ Poplawski
- “ Kennedy
- “ Crawford

the Amendment to the Amendment was declared

LOST

Student Trustee Rizzo wished to be recorded as being opposed to the Amendment to the Amendment.

Trustee Del Grande requested that the question be divided.

On the vote being taken on Part 1 of the Amendment as follows:

In favour

Opposed

Trustee Rizzo

Trustee Crawford

- “ Andrachuk
- “ Davis
- “ Del Grande
- “ Enverga
- “ Poplawski
- “ Kennedy

Part 1 of the Amendment was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of part 1 of the Amendment.

On the vote being taken on Part 2 of the Amendment as follows:

In favour

Opposed

Trustee Del Grande

Trustee Jakovic

- | | |
|-------------|--------------|
| “ Enverga | “ Piccininni |
| “ Poplawski | “ Rizzo |
| “ Kennedy | “ Andrachuk |
| “ Crawford | “ Davis |

Part 2 of the Amendment was declared

LOST

Student Trustee Rizzo wished to be recorded as being opposed to Part 2 of the Amendment.

On the vote being taken on Part 3 of the Amendment as follows:

In favour

Trustee Del Grande
“ Enverga
“ Poplawski
“ Kennedy
“ Crawford

Opposed

Trustee Jakovic
“ Piccininni
“ Rizzo
“ D’Amico
“ Andrachuk
“ Davis

Part 3 of the Amendment was declared

LOST

Student Trustee Rizzo wished to be recorded as being opposed to Part 3 of the Amendment.

On the vote being taken on Part 4 of the Amendment as follows:

In favour

Trustee Del Grande
“ Enverga
“ Poplawski
“ Kennedy

Opposed

Trustee Jakovic
“ Piccininni
“ Rizzo
“ D’Amico
“ Andrachuk
“ Davis
“ Crawford

Part 4 of the Amendment was declared

LOST

Student Trustee Rizzo wished to be recorded as being opposed to Part 4 of the Amendment.

On the vote being taken on Part 5 of the Amendment as follows:

In favour

Trustee Del Grande

- “ Enverga
- “ Poplawski
- “ Kennedy

Opposed

Trustee Jakovcic

- “ Piccininni
- “ Rizzo
- “ D’Amico
- “ Andrachuk
- “ Davis
- “ Crawford

Part 5 of the Amendment was declared

LOST

Student Trustee Rizzo wished to be recorded as being opposed to Part 5 of the Amendment.

MOVED in AMENDMENT by Trustee Del Grande, seconded by Trustee Kennedy, to add a new Regulation 12

1. That the Board recognizes that all textbooks, curriculum and support materials approved by the Ministry of Education for use in schools are not necessarily aligned with Catholic Church teaching
2. That all students should be able to see that this goal does not extend itself to personal conduct.

On the vote being taken, as follows:

In favour

Trustee Del Grande
“ Kennedy

Opposed

Trustee Jakovic
“ Piccininni
“ Rizzo
“ D’Amico
“ Andrachuk
“ Davis
“ Enverga
“ Crawford.

The Amendment was declared

LOST

Student Trustee Rizzo wished to be recorded as being opposed to the Amendment.

On the vote being taken on the motion, as amended, as follows:

In favour

Trustee Jakovic
“ Piccininni
“ Rizzo
“ D’Amico
“ Andrachuk
“ Davis
“ Enverga
“ Kennedy

Opposed

Trustee Del Grande

the motion, as amended, was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of the Motion as Amended.

MOVED by Trustee Del Grande, seconded by Trustee Davis that Appendix “A” Religious Accommodation as listed in the report be approved.

MOVED in AMENDMENT by Trustee Del Grande, seconded by Trustee Kennedy, that the words “...tracking religious accommodations will take place so there is consistent application of the Religious Accommodation Guidelines” be added under General Guidelines and Procedures.

MOVED in AMENDMENT to the AMENDMENT by Trustee Crawford, seconded by Trustee Rizzo, that under number IV Limitations to Religious Accommodation, comment 3, 5th line, the words “...sharing in” be replaced with “...taking”.

MOVED by Trustee Davis, seconded by Trustee Crawford, that the meeting be extended to 10:30 p.m.

CARRIED

On the vote being taken, on the Amendment to the Amendment as follows:

In Favour

Opposed

Trustee Crawford

- “ Kennedy
- “ Enverga
- “ Del Grande
- “ Davis
- “ Andrachuk
- “ D’Amico
- “ Rizzo
- “ Jakovcic

the Amendment to the Amendment was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of the Amendment to the Amendment.

On the vote being taken, on the Amendment as follows:

In favour

Opposed

Trustee Crawford

- “ Kennedy
- “ Enverga
- “ Del Grande
- “ Davis
- “ Andrachuk
- “ D’Amico
- “ Rizzo
- “ Jakovcic

Trustee Jakovcic

- “ D’Amico
- “ Andrachuk

the Amendment was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of the Amendment.

MOVED in AMENDMENT by Trustee Davis, seconded by Trustee Kennedy, that the Guideline for Kirpan Accommodation listed under Appendix “A” be amended in the 3rd paragraph to replace the words “...these may include the following conditions:” with “...These will include the following conditions subject to any changes in the law from the Supreme Court of Canada”

On the vote being taken on the Amendment as follows:

In favour

Opposed

Trustee Jakovcic

- “ Piccininni
- “ Rizzo
- “ D’Amico
- “ Andrachuk
- “ Davis
- “ Del Grande
- “ Enverga
- “ Kennedy
- “ Crawford

the Amendment was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of the Amendment

On the vote being taken on the Motion, as amended, regarding Appendix “A” Religious Accommodation, as follows:

In favour

Opposed

Trustee Jakovcic

“ Piccininni

“ Rizzo

“ D’Amico

“ Andrachuk

“ Davis

“ Del Grande

“ Enverga

“ Kennedy

“ Crawford

the Motion, as amended, regarding Appendix “A” Religious Accommodation was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of the Motion, as amended, regarding Appendix “A” Religious Accommodation.

MOVED by Trustee Davis, seconded by Trustee Enverga that Appendix “C” Consultation Template for Equity and Inclusive Education Policy as listed in the report be approved.

MOVED in AMENDMENT by Trustee Davis, seconded by Trustee Crawford, that under Appendix “C” Consultation Template for Equity and Inclusive Education Policy

- a) That the words “...including background and contextual documents like the PPM” be added under B) Parameters on what is to be consulted No. 1.
- b) That two symposiums be held one to obtain feedback from the community and the other to circulate back to the community the information gathered from the survey
- c) That an invitation be sent out to all the special groups of Catholic stakeholders, such as CSACs, alumni, principals, teachers, unions, CSLIT, Religious Orders, Archdiocese and that they be given the opportunity to provide input either by Teleconference or email.

MOVED by Trustee Kennedy, seconded by Trustee Del Grande, that the meeting be extended to 11:00 p.m.

CARRIED

On the vote being taken, on part a) of the Amendment as follows:

In favour

Trustee Jakovic
“ D’Amico
“ Andrachuk
“ Davis
“ Enverga
“ Kennedy
“ Crawford

Opposed

Trustee Piccininni
“ Rizzo
“ Del Grande

Part a) of the Amendment was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of Part a) of the Amendment.

On the vote being taken, on part b) of the Amendment as follows:

In favour

Trustee Davis
“ Crawford

Opposed

Trustee Jakovcic
“ Piccininni
“ Rizzo
“ D’Amico
“ Andrachuk
“ Del Grande
“ Enverga
“ Kennedy.

Part b) of the Amendment was declared

LOST

Student Trustee Rizzo wished to be recorded as being in favour of Part b) of the Amendment.

On the vote being taken, on part c) of the Amendment as follows:

In favour

Trustee Jakovcic
“ D’Amico
“ Andrachuk
“ Davis
“ Del Grande
“ Enverga
“ Kennedy
“ Crawford

Opposed

Trustee Piccininni
“ Rizzo

Part c) of the Amendment was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of Part c) of the Amendment.

MOVED in AMENDMENT by Trustee Rizzo, seconded by Trustee Kennedy,

1. That we adopt the Consultation Plan and ensure that a Communication Marketing Strategy is implemented including advertising and ensure all Catholic stakeholders including parents, students, staff, parish priests, religious orders affiliated with TCDSB and alumni associations are included.
2. That Consultation not be held on a Saturday but on an evening during the week and that our staff provide resources if Trustee hold Ward Council meetings

On the vote being taken, on part 2 of the Amendment as follows:

In favour

Trustee Rizzo
“ D’Amico
“ Davis
“ Del Grande
“ Enverga
“ Kennedy

Opposed

Trustee Jakovic
“ Piccininni
“ Andrachuk
“ Crawford

Part 2 of the Amendment was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of Part 2) of the Amendment.

On the vote being taken, on part 1 of the Amendment as follows:

In favour

Opposed

Trustee Jakovcic

- “ Piccininni
- “ Rizzo
- “ D’Amico
- “ Andrachuk
- “ Davis
- “ Del Grande
- “ Enverga
- “ Kennedy
- “ Crawford

Part 1 of the Amendment was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of Part 1) of the Amendment.

MOVED in AMENDMENT by Trustee Kennedy, seconded by Trustee Davis, that a separate evening be held to consult with students and the Catholic Student Leadership Impact Team (CSLIT).

On the vote being taken, on the Amendment as follows:

In favour

Opposed

Trustee Jakovcic

- “ Piccininni
- “ Rizzo
- “ D’Amico
- “ Andrachuk
- “ Davis
- “ Del Grande
- “ Enverga
- “ Kennedy
- “ Crawford

The Amendment was declared

CARRIED

Student Trustee Rizzo wished to be recorded as being in favour of the Amendment.

On the vote being taken, on the motion, as amended, on Appendix “C” Consultation Template for Equity and Inclusive Education Policy as listed in the report, as follows:

In favour

Opposed

Trustee Jakovcic

- “ Piccininni
- “ Rizzo
- “ D’Amico
- “ Andrachuk
- “ Davis
- “ Del Grande
- “ Enverga
- “ Kennedy
- “ Crawford

The motion, as amended, was declared

CARRIED

MOVED by Trustee Kennedy, seconded by Trustee Del Grande, that item 13b) be adopted as follows:

13b) Report regarding OCSTA Consultation Re Strategic Planning Retreat that the following response to the Trustee consultation form be submitted from the Board for the upcoming OCSTA retreat:

PRIMARY OPPORTUNITIES:

1. Should look at being an association for Trustees not school boards.
2. Taking legal action where threats to Catholic Education are identified or experienced by local boards
3. Being open and transparent with all trustee members
4. Provincial Election

5. Better use of existing technology to build and advance Catholic Education
6. Better community engagement to create grassroots Catholic Education advocates

PRIMARY THREATS

1. Erosion of school board governance
2. Erosion of autonomy of local school boards
3. Building relationship with new or returning government
4. Negative public perception leading to withdrawal of public dollar support.
5. Role of trustee being threatened

SPECIFIC ACTIVITIES THAT OCSTA SHOULD FOCUS ON:

1. Investigate legislation and be the voice for Trustees not school boards
2. Communication plan to Catholic community on new role of governance of Trustees
3. Political action plan
4. Expand on-line presence
5. Use of podcast and webcasting to increase engagement
6. Broad community engagement strategies to support and promote Catholic education
7. Work to strengthen bishops' teaching role
8. OCSTA to advocate with the Province on behalf of Trustees for benefits.

OTHER ADVICE

1. Focus on Trustees
2. Remember that this is a part-time position and OCSTA events should be held during the week and weekends.

On the vote being taken, the motion was declared

CARRIED

Trustees Davis and Crawford wished to be recorded as being opposed to the Trustee response regarding benefits.

MOVED by Trustee Davis, seconded by Trustee Crawford, that the meeting adjourn.

CARRIED

SECRETARY

CHAIR