

SPECIAL MEETING OF THE BOARD
AGENDA

Date: August 17, 2021
Time: 7:30 pm
Location: Catholic Education Centre - Board Room
802 Drury Lane
Burlington, Ontario

Pages

1. **Call to Order**
 - 1.1. Opening Prayer, National Anthem, and Oath of Citizenship (G. Masri Ahmar)
2. **Approval of the Agenda**
3. **Declarations of Conflict of Interest**
4. **Presentation**
 - 4.1. Return to School Update (P. Daly)
5. **Action Items**
 - 5.1. Equity Audit Ad Hoc Committee - Terms of Reference (N. Guzzo) 1 - 4
6. **Correspondence**
 - 6.1. A. Power 5 - 6
 - 6.2. A. Power 7 - 7
 - 6.3. D. Harvey 8 - 9
7. **In-Camera**
8. **Resolution re Absentees**
9. **Adjournment and Closing Prayer (J. O'Hearn-Czarnota)**



Equity Audit Ad Hoc Committee – Terms of Reference	Item 5.1
August 17, 2021	

Alignment to Strategic Plan

This report is linked to the strategic priorities:

Achieving: Meeting the needs of all learners

Believing: Celebrating our Catholic faith & aspiring to be models of Christ

Belonging: Embracing relationships & sustaining safe, welcoming schools

Purpose

The purpose of this report is to seek approval for the Terms of Reference for the Equity Audit Ad Hoc Committee.

Background Information

At the June 24, 2021 Special Board meeting, Trustees passed a motion for the establishment of an Ad Hoc Committee comprised of the Director, Trustees, and the Senior Manager of Human Rights & Equity, be established to develop a Request for Proposal to retain a third party to complete an Equity Audit to examine, identify and make recommendations to dismantle systemic discrimination within the Halton Catholic District School Board.

Comments

At the initial meeting held on August 10, 2021, the members of the Equity Audit Ad Hoc Committee elected Trustee Guzzo as Chair of the Committee. The Ad Hoc Committee then developed the terms of reference including duties and timelines that will govern their work. The recommended terms of reference are provided as Appendix A, and in accordance with our By-laws, are placed before the Board of Trustees for consideration and approval.



Conclusion

The Equity Audit Ad Hoc Committee looks forward to continuing the work of helping identify and eliminating systemic discrimination to support positive learning and working environments where students, families and staff are safe, supported, welcomed and accepted.

Recommendation

The following recommendation is presented for the consideration of the Board:

Resolution#:

Moved by:

Seconded by:

Resolved, that the Halton Catholic District School Board approve the Terms of Reference as presented by the Equity Audit Ad Hoc Committee.

Report Submitted and

Approved by:

N. Guzzo
Chair, Equity Audit Ad Hoc Committee

Equity Audit Ad Hoc Committee Terms of Reference

1. Vision Statement

The Halton Catholic District School Board is an inclusive and equitable model learning community, widely recognized as distinctively Catholic, providing exceptional education, while nurturing the call to love and to serve as a people of faith, living out God's plan.

2. Mission Statement

The Halton Catholic District School Board, in partnership with home and Church, is dedicated to providing excellence in Catholic education by developing Christ-centered individuals enabled to transform society.

3. Purpose

The Equity Audit Ad Hoc Committee is established to develop a Request for Proposal to retain a third party to complete an Equity Audit to examine, identify and make recommendations to dismantle systemic discrimination within the Halton Catholic District School Board.

4. Membership

The Committee will be comprised of the Director of Education, Trustees, and the Senior Manager of Human Rights & Equity. Staff will be included in committee meetings as appropriate.

Key competencies for membership include understanding of the Ontario Human Rights Code and principles of equity.

Committee members shall demonstrate a proactive commitment to help identify and eliminate systemic discrimination to support positive learning and working environments where students, parents and staff are safe, supported and welcomed accepted.

5. Meetings

- 1) Develop scope of work (week of August 23, 2021)
- 2) Consensus Meeting (week of September 20, 2021)
- 3) Presentations (if needed) (week of September 27, 2021)
- 4) Award (week of October 4, 2021)
- 5) Recommendations to Board (to be determined)



6. Roles and Responsibilities of Committee Members

The ad hoc committee members will:

- i. Develop a scope of work for the Request for Proposal (RFP).
- ii. Select Trustee and other participants (SEAC, CPIC) to participate in Scope and Evaluation Team in the RFP process.
- iii. Report and make recommendations to the Board of Trustees.
- iv. Contribute their expertise at meetings.

7. Designation and Role of the Chairperson

The roles and responsibilities of the Chair shall include:

- i. Establishing the agenda in consultation with committee members.
- ii. Scheduling meetings as required to meet timelines.
- iii. Attending and facilitating committee meetings.
- iv. Following up with members not in attendance.
- v. Establishing workgroups/subcommittees as required.

-----Original Message-----

From: ALEXANDRA POWER

Sent: August 10, 2021 2:50 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org
Subject: [<EXTERNAL>] Back to School Plan & Safety Measures

Dear Director Daly, Mr. Chair and Board Trustees,

I hope you've enjoyed a restful summer. I am a parent of two elementary school aged children attending a HCDSB in Oakville.

We are approaching September once again with warp speed. As we head into this new year, unfortunately we are riding into it on the 4th wave of the COVID-19 pandemic.

I am aware of the "back to school plan" as presented by Minister Lecce. I am also aware that this plan punts a great deal of responsibility onto our school boards and administrators, such as yourself.

I am confident you are working with Halton Public Health to ensure that all safety protocols are in effects, however, as you and I both know, there is much more we can be doing.

As we rapidly approach the middle of August and back to school, I would like to know the Board's plans for testing (CO2 testing) in particular to ensure that the ventilation systems available in our school are top notch. Unlike last September, we now have the knowledge that COVID-19 is an airborne virus and good ventilation is a first line defence to preventing transmission. We need to ensure that the appropriate HVAC filters are being used (MERV-13 filters, or the highest MERV rating a system can accommodate).

Secondly, I request a plan for stand alone HEPA filtration systems in each classroom. The government plans to supply these to all Kindergarten classrooms but we need to consider the safety of all our students who have not yet had an opportunity for vaccination. Last year, my husband and I offered to buy these systems for our local school. We were denied and informed it was a top down decision (ie. that it was from the Board). How can we ensure that all classrooms have access to this? I propose that we allow engaged parents, like myself and many more besides, use fundraising to help offset the costs of these units. In collaboration this should be an easy task. We will be placing another barrier of safety in place for our students and our teaching staff.

Finally, I also strongly encourage the Board to continue with its previously decided upon mask mandate for students of all ages, including Kindergarten students. My son entering Grade 1 used a mask last year and I can assure you it was no more difficult for him than it was for my elder child (in Grade 2 at the time).

We must follow and trust the science and experts amongst us. The Delta variant is highly contagious, as contagious as the chicken pox virus, and we are now seeing that it can cause both severe disease but complications in children. One child dying in our schools is one too

many. The time is now to act to ensure that we are providing our children with the best possible opportunity for a successful school year.

For any medical information above, I can provide reference as requested.

Sincerely,

Alexandra Power, MD, CCFP

* Please include a copy of this letter in the official correspondence *

-----Original Message-----

From: ALEXANDRA POWER

Sent: August 13, 2021 2:56 PM

To: DiPietro, Rosie <DiPietroR@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>; Murphy, Patrick <MurphyP@hcdsb.org>; Duarte, Marvin <DuarteM@hcdsb.org>; Agnew, Brenda <AgnewB@hcdsb.org>; Guzzo, Nancy <GuzzoN@hcdsb.org>; O'Hearn-Czarnota, Janet <O'Hearn-CzarnotaJ@hcdsb.org>; DeRosa, Peter <DeRosaP@hcdsb.org>; Iantomasi, Vincent <IantomasiV@hcdsb.org>; Karabela, Helena <KarabelaH@hcdsb.org>; obrient@hcdsb.org
Subject: [<EXTERNAL>] Mandatory vaccinations

Dear Director and Board Members,

The moment is here to affect really change and be the leaders that our children need to ensure they have a safe September.

Many universities (including UofO, UofT, Univeristy of Waterloo, Carelton University and University of Guelph) have mandated vaccines to guarantee the safety of their students and staff.

A policy has now been placed in front of the TDSB for the same mandate.

At HCDSB, we have an opportunity to be leaders in setting an example, not only to other schools boards, but also to our government, that our children's safety is paramount. Educators deserve to work in a safe environment. We are in a pandemic of the unvaccinated and have the tools at our fingertips to affect real change.

I request you bring forth and pass a motion to make vaccinations mandatory for all education workers, and any child > 12 who wish for an in person learning experience.

Sincerely,

Alexandra Power, MD, CCFP
Parent of 2 HCDSB Students
Oakville, ON

From: David Harvey
Sent: June 18, 2021 4:18 PM
To: Murphy, Patrick <MurphyP@hcdsb.org>; DiPietro, Rosie <DiPietroR@hcdsb.org>
Subject: [<EXTERNAL>] Re: Questions for June 15 Board of Trustees Meeting

Dear Chairman Murphy:

On June 9, 2021, I sent the attached email to you in accordance with HCDSB By-Law 13, seeking answers to the questions contained therein. I asked that these questions be answered at the June 15 Board of Trustees meeting.

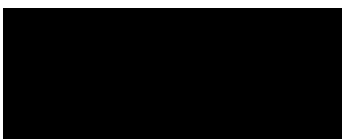
I received no response to this email. Although my email was included as correspondence in the agenda package, my questions were not addressed at the June 15 meeting, I assume because the meeting was adjourned without reaching the Open Questions item on the agenda, as is typical of HCDSB Board of Trustees meetings. The following day, a Special Board Meeting was held, and a vote was held on Policy I-23, which was one of the subjects of my questions. I understand that this policy will now not be up for review again until the 2023-2024 school year.

Providing a process for constituents to submit questions is a hollow gesture if Open Questions are always put at the end of the agenda, and the Board of Trustees rarely reaches that point before adjourning the meeting (2/3 of Board of Trustees meetings this year adjourned without completing the agenda). At a time when the HCDSB Board of Trustees is regularly being criticised for not listening to its constituents, this is yet another example of a failed process that further undermines the credibility of the Board.

I would ask that this email, and my email of June 9, 2021, be included as correspondence for the next Board of Trustees Meeting, and for every subsequent meeting until my questions are addressed.

Sincerely,

David Harvey



On Wed, Jun 9, 2021 at 12:05 PM David Harvey <[REDACTED]> wrote:
Dear Chairman Murphy:

I am a ratepayer of the HCDSB. My 3 children attended HCDSB schools from JK to grade 12. I am submitting these questions pursuant to HCDSB Procedural By-Law 13, to be addressed during the Open Questions portion of the Board Meeting.

My question relates to Policies I-23 and I-26:

I-23 Catholic School Councils and Catholic Parent Involvement Committee
I-26 Student Trustees on the Halton Catholic District School Board

I understand both of these policies are currently under consideration at the Board of Trustees level. One of the issues HCDSB is considering is whether to establish or maintain requirements that people be Catholic in order to qualify as a Student Trustee, or to restrict the number of non-Catholic members of a School Council.

The qualifications for Student Trustees and for members of School Council are set out in Regulations under the Education Act (Regulation 7/07 and Regulation 612/00, respectively). Those qualifications do not specify any religious requirements. By restricting the participation of non-Catholics as Student Trustees or Parent Council members, the HCDSB would be amending the qualifications set out in the Regulations, by disqualifying a person who is qualified according to the statutory provisions which govern education in Ontario.

My questions, therefore, are as follows:

1. Did HCDSB seek a legal opinion as to whether it has the legal jurisdiction to restrict the participation of non-Catholics who would otherwise be qualified by statute to serve as Student Trustees or members of a School Council?
2. If the Board did not seek a legal opinion, why was no opinion sought, given the potential for expensive litigation against the Board on this matter, with that expense borne by ratepayers?

I look forward to the Board's answers to these questions.

I ask that this email be included as correspondence in the Agenda package for the June 15, 2021 Board of Trustees meeting.

Sincerely,

David Harvey