



# Minutes

**THE MINUTES OF THE FAITH AND EQUITY ADVISORY COMMITTEE MEETING held on Thursday, May 12, 2022 6:30 p.m. virtually through video-conference.**

**PRESENT:**

- Trustees/Members: Kevin MacKenzie (Chairperson), Jennifer Angelo, Iman Deal, Kyle Deegan, Peter Bagnall, Bart Scollard, Father Paul Massel, Maria Fitzgerald, Christine Haffie
- Guests: Sandra Connolly
- Administration: Jeannie Armstrong
- Recorder: Jennifer Hardy
- Absent/Regrets: Braden Leal, Alexa Purves, Stephanie Dahl, Angela Connors, Jessica Devlin, Dean Dettloff, Adam White, Siobhan Marie, Michael Mooney, Jeff Hockett, Nora Shaughnessy

**A. Call to Order:**

1. Welcome and Introductions

Kevin MacKenzie called the meeting to order and welcomed everyone to the meeting.

2. Territorial Recognition

Jennifer Angelo acknowledged that the meeting, although virtual, would take place on the traditional territory of the Michi Saagiig Nishnaabeg (or the Mississauga Anishinaabe).

3. Opening Prayer

Kevin MacKenzie invited Fr. Paul Massel to lead with opening prayer.

4. Additions to the Agenda

Secondary School Chaplaincy Update - Iman Deal  
Emailed updates from Adam White and Jessica Devlin who were unable to attend (see minutes below)

5. Approval of Agenda

**MOTION**

Motioned by: Fr. Paul Massel, seconded by: Kyle Deegan  
That the agenda be approved, as amended.

6. Declarations of Conflicts of Interest

None noted.

7. Approval of the Minutes of the Meeting of Thursday, February 10, 2022

**MOTION** Motioned by Jennifer Angelo, seconded by Bart Scollard  
That the Minutes of the Faith and Equity Advisory Committee held  
on February 10, 2022 be approved, as presented.  
Carried

8. Business Arising from the Minutes

None noted.

**B. Discussion/Presentations:**

1. Equity Census Update – Sandra Connolly & Peter Bagnall – Learning Consultants  
(Faith/Equity/MiSA)

Learning Consultants Peter Bagnall and Sandra Connolly presented the Demographic Data from Student Census and Synodal Focus Groups. Surveys were sent in Fall 2021 to parents to fill out on behalf of students grades 1-8 with participation of 1473. Grade 9-12 students (with parental permission) were invited, with 2154 participants, totalling 3627. Participation in the survey was voluntary, anonymous and confidential. PVNCCDSB participated in the survey voluntarily, in the future the Ministry is making it required. Questions in the survey were provided by the Ministry, with additional questions added by our Equity Advisor, Mante Molepo. Questions from the survey were reviewed along with the results from the Equity Census. The Demographic Data and Student Census provides a qualitative view of PVNCCDSB.

The Synodal Focus Groups gave student voice through a qualitative lens. The 6 secondary schools, 3 classes from each, participated in the Synodal Discussion. A synthesis of Diocesan Questions was reviewed highlighting key themes that came out of the discussion with students. This process was very successful and well received by students with conversations spilling over into the classroom. On Faith Day, April 8th, Professional Development Day, staff in all schools and at the Catholic Education Centre participated in Synodal Discussions and key-note speaker Bishop Paul-André Durocher, summarizing key themes.

The next steps include communicating results to stakeholders by creating a report, using the data and student consultations to inform the Equity Action Plan, identifying areas for improvement and allocating resources. The next data collection is anticipated to occur 2022/2023, & will occur annually, being voluntary but no longer anonymous.

2. Parents of Black Children Report - Jeanie Armstrong, Superintendent of Learning

Call to Action regarding the Systemic Abuse of Black Families. An Anti-Black report of what was happening within the schools. Very large report that addresses what Black families are facing within the Education system. PVNC was not mentioned in the report, but the board is being proactive in looking into the report and addressing issues that may be happening within our board.

Some of the highlights of the report was:

- 50% of families experience anti-black racism
- 23% issues with the lack of specialized programs
- 14% children are being bullied in our schools
- 3% feel that their IEP is not being followed due to being black.

PVNC is hoping to hire an Equity Advisor. The new Equity Policy is being brought to the trustees and continued consultation with all stakeholders on the Equity Policy. PVNCCDSB is looking at a reporting mechanism on the website that allows for anonymous reporting of racism. The reporting tool will be a google form with no email tracking that will go directly to the Equity Advisor, so that issues can be addressed quickly.

The full report can be seen here: <https://parentsofblackchildren.org/reports/>

3. Terms of Reference Discussion - Jeanie Armstrong, Superintendent of Learning

The Terms of Reference have not been updated in years and areas no longer reflect what the Faith and Equity Advisory Committee represent.

Mandate: Currently the mandate is representing Faith but minimally on the Equity portion, with nothing to address Race or Identity. The mandate needs to be re-written so that all stakeholders are represented.

Responsibility: Needs to engage in consultation with all stakeholders so that everyone has a voice in the Responsibility and it needs to expand the student voice.

Membership: Increase the student voice in the committee by adding members from the Student Council Liaison, Black Student Congress and Youth Ministers. Increase the Parent voice: representation from all Family of Schools.

Knights of Columbus

Add additional Community Race Relation Members.

Add Equity, Diversity and Inclusion Advisor

Meetings: 3 times per year.

**MOTION** Motioned by: Fr. Paul Massel, seconded by: Kyle Deegan  
That the Terms of Reference be re-written and shared with the Senior  
Team for review/edits/suggestions.

Carried

**C. Information Items:**

1. Secondary School Chaplaincy Update - Iman Deal

Chaplains partnered with Development and Peace and through the generous contributions of staff and students and the THINKfast initiative were able to raise over \$3,000 for Development and Peace who will provide provisions of food, medical care and safe transportation to the people of Ukraine.

During the month of March students from each high school were invited to participate in a Synodal discussion. The discussions were led by Father Paul Massel and Religious Education and Family Life Learning Consultant Peter Bagnall. The discussions were very well received and appreciated by the students.

As a Catholic School Community, celebrated a Catholic Education Mass via live-stream, youtube, and google meet. A couple of the high schools had gatherings in the gym to celebrate the Eucharist. All Masses were very well received.

The Chaplaincy team continues to provide faith-based support to staff, students and their families in their respective schools. Specifically during Mental Health Week, including activities such as; hair braiding, Christian meditation, Rosary Prayers, green shirt day and Outdoor activities

On May 5th Red dresses adorned the Finbow Foyer in an effort to understand and gain knowledge of National Day of Awareness of Missing and Murdered Indigenous Woman and Girls. Dresses were hung in the foyer in recognition of an art installation called the REDress project, by Indigenous artist Jamie Black.

The Chaplaincy Team is helping students become servant leaders in school and community, by willingly offering assistance and care wherever needed. Students are reminded that they are loved by God not because of what they have done, or what they failed to do, but because they are His beautiful and perfect children. And that They are all wonderfully made.

2. Committee Member Updates

Julianne Charette - The new books that have been sent to the Elementary schools have been a huge hit with the children, seeing themselves in the books.

Thanked Iman Deal for her work with literacy, teachers, students and tech staff coming together for Mass. Stressed the importance of Chaplains in the schools and the roles that they play for the school community.

Adam White - Currently providing direct support to close to 50 students in PVNCCDSB - meaning that, on a regular basis, the ESL/ELL Itinerant Teacher is providing language pedagogical support to these students and their teachers. PVNCCDSB is expecting continued growth of these numbers into September with anticipated transfers to our schools already known and the unknown number of students from Ukraine who will be arriving.

PVNCCDSB is partnering with The New Canadians Centre and KPRDSB this Summer to offer an Orientation to School program before the start of school. It will be running in Northumberland, Clarington and Peterborough. In each location, students will be able to tour a school, learn about school life - both academic and social - and meet staff to have questions answered.

PVNCCDSB has begun welcoming students who have arrived from the Ukraine into the schools. To date, this has gone well as students have been able to return to a more normal school and childhood routine. PVNCCDSB is following the Ministry directive to welcome all students with no barriers related to documentation and designation. The Ministry is working behind the scenes with a process which has eliminated waits and fees.

On April 20th Scholar Jim Cummins presented to Principals about creating welcoming and effective learning environments. He particularly spoke to the importance of honouring and leveraging home languages to enhance and promote identity and belonging, providing quicker access to learning content for students. Principals went away with the greater understanding of the mindset that is necessary for seeing Multilingual learners through an asset lens.

Father Paul Massel - Has been speaking to students and mentioning. Enjoying Mass together again, as it brings staff and students together.

Maria Fitzgerald - The Diocesan CWL held its Annual Convention this year virtually. It was very successful and wonderful, over half of the parish councils participated. It was good to see everyone again. Due to internet challenges in the rural regions, it was encouraging that some councils chose to meet in group settings in school libraries or the parish rectory.

The National CWL began in Canada in 1920. In January 1921, St Peters Cathedral was the first council to be formed in the Peterborough Diocese and the 16<sup>th</sup> in Canada. On September 18, 2022, the Cathedral will host a celebration of their 100<sup>th</sup> anniversary and big plans are underway for this celebration.

The Pilot Virtual Rosary in the Schools Program was completed during Education Week. It was a very successful Nov. – May monthly project with Principals teachers and visitors most appreciative of the efforts to pray with the children. The co-operation and patience amongst all parties was outstanding – particularly with Peter Bagnall and Fr. Paul Massel at control.

Prayer partners continued to make rosaries throughout the year for the future extension of the program.

It is the wish of all visitors that they have the opportunity to continue the program in the classroom setting in September. While they would continue to visit virtually, they miss the smiles of the children they have grown to love.

Jessica Devlin - New Canadians Centre (NCC) staff are busy doing intakes with a few new Ukrainian families each week. Families seem to be settling all across the PVNCCDSB area (some rural, some urban) with many opting for PVNCCDSB schools.

NCC continues to welcome Government assisted refugees. Currently there are 5 families in temporary housing (two Syrian, one Cameroon, one Uzbekistani, one Jamaican) and have several notices of arrival for the upcoming months.

Other immigration streams are bringing more families - (skilled workers bringing families, live in caregiver/family reunification, international students bringing families) Federal immigration targets are high.

Kevin MacKenzie - April 26, proposed to the Board to fly the Pride Flag at schools and the motion was passed. Pope Francis to the LGBTQ2S+ community, God doesn't disown his children in respect to their identity (link below).

<https://www.catholicnewsagency.com/news/251180/pope-francis-to-lgbt-people-god-does-not-disown-any-of-his-children>

**D. Next Committee Meeting:**

- a. Tentative Meeting Dates for 2022-2023.  
Thursday, October 13, 2022  
Thursday, February 9, 2023  
Thursday, May 11, 2023
- b. Agenda items for the next meeting are to be forwarded to Administrative Assistant, Vicki Blakley ([vblakley@pvnccdsb.on.ca](mailto:vblakley@pvnccdsb.on.ca))
- c. Selection of committee member for Land Acknowledgement – Jeannie Armstrong
- d. Selection of committee members for Opening Prayer – Fr. Paul Massel
- e. Selection of committee member for Closing Prayer – Jennifer Angelo

**E. Conclusion:**

1. Closing Prayer

Peter Bagnall closed with prayer.

Kevin MacKenzie thanked everyone for coming and all their help and dedication.

2. Adjournment

**MOTION**

Moved by Bart Scollard, seconded by Jennifer Angelo  
That the Faith and Equity Advisory Committee meeting of May 12,  
2022 be adjourned at 8:09 p.m.

Carried