

Minutes

THE MINUTES OF THE FAITH AND EQUITY ADVISORY COMMITTEE MEETING held on Thursday, May 11, 2023 6:30 p.m. virtually and in-person at the Catholic Education Centre - Boardroom

PRESENT:

Trustees/Members: Mary Ann Martin (Acting Chairperson), Jennifer Angelo, Chidinma Igboanugo, Tenesia Benjamin, Father Paul Massel, Adam White, Michael Mooney, Jeff Hockett, Christine Haffie, Julianne Charette, Iman Deal, Madelyn Gaskell, Jessica Devlin, Bart Scollard, Branden Fonovic

Guests: Students from New Canadians Centre Youth Leadership Group
Fatima Al Ahmed, Maria Mahfuz, Ashna Madan, Sophie Ryabokon, Haya Helae, Hellen Atambo, Gustavo Rocha Monteiro, Aanya Singh, Angel Ngwepo, Tim Nguyen

Administration: Jeannie Armstrong

Recorder: Vicki Blakely

Absent/Regrets: Loretta Durst, Dean Dettloff, Angela Clarke, Kevin MacKenzie, Alexa Purves, Siobhan Marie, Maria Fitzgerald, Stephanie Dahl, Kim Fletcher, Nora Shaughnessy

A. Call to Order:

1. Welcome and Introductions

Mary Ann Martin called the meeting to order and welcomed everyone to the meeting. Superintendent Amrstrong facilitated Introductions.

2. Territorial Recognition

Jennifer Angelo acknowledged that the meeting took place on the traditional territory of the Michi Saagiig Nishnaabeg (or the Mississauga Anishinaabe).

3. Opening Prayer

Mary Ann Martin invited Fr. Paul Massel to lead the opening prayer.

4. Additions to the Agenda

None noted.

5. Approval of Agenda

MOTION Motioned by Jennifer Angelo, seconded by Julianne Charette
That the agenda be approved, as presented.
Carried

6. Declarations of Conflicts of Interest

None noted.

7. Approval of the Minutes of the Meeting of Thursday, February 2, 2023

MOTION Motioned by Adam White, seconded by Fr. Paul Massel
That the Minutes of the Faith and Equity Advisory Committee held
on February 2, 2023 be approved, as presented.
Carried

8. Business Arising from the Minutes

None noted.

B. Discussion/Presentations:

1. New Canadians Centre - Jessica Devlin and the New Canadian Centre - Young Leaders

Jessican Devlin gave a presentation on the New Canadian Centre and provided a brief history of the centre. The centre was founded in 1979 in response to the Vietnamese crisis and now has offices in both Cobourg and Peterborough. It provides settlement and immigration support to new Canadians, youth support, workplace integration (job support for both youth and adults) with skills development. The resettlement assistance program began with Afghanistan refugees as they would be moved into (usually with little notice) settling into refugee houses then eventually resettled into the community. The centre provides community connections through the women's group, trips, and conversation classes. They also provide community development with such events as the multicultural week and lessons from the land, working collaboratively with Indigenous communities.

The New Canadians Centre Young Leaders spoke about their goals and achievements. The youth led newcomers' group work together with weekly meetings and projects (helps give back to the community while building leadership skills). Each student introduced themselves, where they came from and why they became members of the NCC Youth leaders. They host a radio show on Trent Radio and Spotify as a way to educate people on the newcomers' experience while gaining new experiences themselves.

The Young Leaders also host events such as the Nightmare Before Inktober as a way to introduce Halloween culture and Thanksgiving in order to learn more about the Canadian holiday. Other events include the multicultural potluck to share and celebrate their food and culture and National Youth Week where newcomers can present facts and

food about their culture. Upcoming events include tours around Peterborough and Tips For Teachers. Tips for Teachers is a guideline to better assist teachers with newcomer students. The document summarizes the experiences of newcomer youth in Canadian schools. It provides solutions for challenges and negative experiences while providing teachers with tools and strategies. The Tips for Teachers will be shared with PVNCCDSB for distribution to teachers.

2. Pastoral Plan & Faith Day 2023 - Fr. Paul Massel, Board Chaplain/Faith Animator and Chidinma Igboanugo, Religious Life and Equity Consultant

Superintendent Armstrong reviewed the Pastoral Plan’s overarching goals; Ignite Faith, Hope and Love through conversation, celebrating diverse charisms, and community. The goal for the 2022-23 school year is engaging in conversations on the guiding question “What is our school's faith identity?”

Fr. Paul Massel discussed Faith Day and how each school came together to decorate their own PVNCCDSB cross to communicate the faith identity of the school through decoration. Crosses were decorated in a variety of ways using images, poems, collages to communicate the uniqueness of each individual school and how they demonstrate their unique identify.

The strategic plan is woven through the Pastoral Plan including Liturgy of the Word (Being Well), Faith Day with Archbishop Donald Bolen bringing together staff (Being Community) including synodal discussions, and the culminating activity of Through the Cross (Being Creative).

The 36 crosses for Through the Eyes of the Cross were made by the 6 secondary school shop classes. The cross journey was documented on social media at schools as it journeyed through the classroom as well as departments in the Catholic Education Centre. Our CBIPSAW pillar of Being Creative, was reflected in the ways the crosses moved between the Parish and the schools as well as the ways in which they were decorated. A journal accompanied the cross as it moved through the schools and the Catholic Education Centre. Secondary Chaplains have played an integral part in delivering the cross and making connections to the elementary schools. Many crosses have been continuing their journey at sacramental preparation, graduations and celebrations. The crosses were on display for the Catholic Student Leadership Awards ceremony. Connections to mental health and well-being, including belonging through the cross, support the other two pillars of CBIPSAW of Being Well and Being Community. The Pastoral Plan has been an impactful and powerful way to realize the goals and transform the faith life of staff and students in our system.

3. Asian Heritage Month - Benjamin, Tenesia - Equity, Diversity & Inclusion Advisor

Benjamin reviewed the Black History Month events including Hair Therapy and the African Inventors and Icons Exhibition. Both events were well received by students, families and staff.

Asian Heritage Month learning resources were distributed to the system. There was an Opening Ceremony for Asian History Month at the Catholic Education Centre to create awareness of the month's activities, to build and restore relationships and foster community. The event had Dr. Cynthia Chan Reynolds, Board Psychologist, share an equity message and Chaplain Rico Fuerzas deliver a faith-based message. Students and staff also participated in the ceremony.

Cook.Eat.Love is a culinary program where students can express themselves through the preparation of Asian foods and communal style eating to reinforce ties to their ethnic origins. A certified chef will help students explore the distinct flavour profiles of Asian cuisine whilst offering anecdotal storytelling to reinforce social networks and cultural traditions. There has been a wide variety of attendees thus far from the 2 events that have occurred. A clip of one of the events was shared with the committee exhibiting a healthy cost effective meal. Students enjoyed the event and received mental health toolkits (self care, eating properly, etc.).

The International Pan-Asian Inventors Exhibit recognizes the contributions of Asian communities in North America, Asian, Europe, Caribbean and Oceania to the world of innovation. The exhibit will be displayed throughout some elementary and secondary schools within PVNCCDSB.

Chai Time: The Joy Luck Club - will be hosted at the Catholic Education Centre and virtually May 25 from 4:00 p.m. - 6:00 p.m. The event is geared to staff, encouraging them to review the movie prior to the event. Panelists will include Dr. Chan Reynolds, a guest speaker, teacher, students and facilitator Mandy Hamu - Mental Health Lead. This is a creative way (Being Creative strategic pillar) to offer professional learning while coming together as a community (Being Community).

Although early into Asian Heritage Month, many compliments have been received about the events and t-shirts.

C. Information Items:

1. Committee Member Updates

Adam White - gave an update on the data regarding multilingual learners that was presented to the PVNCCDSB Board of Trustees last month. PVNCCDSB currently has 269 learners that either receive educational supports from the multilingual learners team or receive funding for support because they have been in Canada less than 4 years. PVNCCDSB has 62 students receiving intensive support, 30 schools have multilingual learners, 12 schools have 10 or more multilingual learners, and 19 schools have

multilingual learners receiving intensive support. There are 22 languages that are spoken within our schools, but likely this isn't a true reflection of the total number of languages as many of our students know multiple languages. Over the past 5 years the support has changed from mostly Arabic students requiring support to Filipino, Ukrainian and Russian students requiring support.

Julianne Charette - The Principals/Vice Principals have been engaged in a book study *Principal Leadership for Racial Equity*. There are 20 members, with 10 or some regularly attending. The book provided school leaders the opportunity to look inward and reflect on their own biases, now looking at how to enact recommendations from the book club, create a more equitable learning environment and have difficult conversations about race. It has been a great learning journey.

Iman Deal - Has been a proud supporter of Development and Peace. This year's Share-Lent mission is *Create Hope - Stand for the Land*. Together students raised thousands of dollars in support of communities in the Global South to help them take charge of their own development and provide the necessities for those who are at risk of losing their land and livelihood. Staff and students adhered to the three pillars of Lent -fasted for 20 hours, made donations and prayed for our brothers and sisters in the Global South.

Holy Trinity students took part in a Stations of the Cross liturgy both at school and at the Parish. Some of the schools had the Parish Priests administer ashes on Ash Wednesday and at some schools the Chaplains led the Ash Wednesday Liturgy.

In celebration of Black History Month, Holy Trinity hosted Hair Therapy – Our Hair is our Crown where students of Black, African and Caribbean (BAC) ancestry gathered in a safe space to be presented with positive affirmation of black hair and texture. Holy Trinity hosted the mobile Canadian Multicultural Inventors Museum Presentations as we celebrate Diversity in STEM.

Hundreds of dollars were raised in support of St. Vincent's Food Bank. Once a month, students volunteer at the local soup kitchen to serve and prepare food for those in need. Students were often complimented for the way they treated the patrons with dignity and respect.

The Student Cabinet supported offering a Multicultural Food Fair. Students from different countries shared their traditional food with staff and students. Through food, students were able to showcase their diversity and uniqueness.

Chaplains continue to invite Religion classes to the Chapel to compliment the teacher's lesson and to delve into scripture, prayer and meditation.

Every day during Children's Mental Health Week, students have been asked to complete a specific task for the betterment of their mental health and well-being.

Holy Trinity CSS gathered as a school community and together celebrated Catholic Education Week Mass. On April 28 - Faith Day, Holy Trinity CSS gathered with its feeder elementary schools and displayed their decorated PVNCCDSB Crosses while celebrating mass together. Staff also watched Archbishop Donald Bolen's address and joined in Synodal discussions.

In celebration of Asian Heritage Month - students of Asian ancestry & students interested in Asian cuisine learned about the history of Asian food, and sampled Asian cuisine prepared by an experienced chef.

In recognition of National Day of Awareness of Missing and Murdered Indigenous Women and girls, red dresses were hung in the main foyer at Holy Trinity CSS. This type of recognition started in 2010, as an art installation called the REDress project, by Indigenous artist Jamie Black, to focus on the issue of missing and murdered Indigenous women across Canada and the United States. Staff and students were encouraged to wear red on May 5 in the hopes of raising awareness and bringing attention to the issue of violent crimes against Indigenous women.

The PVNCCDSB Cross continues to travel around the school inviting staff and students to reflect, meditate and journal where they see God in one another, in creation and in the simplest random acts of kindness. Students wrote beautiful reflections.

As Chaplains they will continue to pray for and with staff, students and their families; they will meet them wherever they may be on their faith journey.

Fr. Paul Massel - Institute for Catholic Education (ICE) Symposium was held in the last month and brought together students, superintendents, directors of education and teachers to collaborate on the theme; "On The Way" - speakers highlighted adult faith formation, renewing our traditions and our faith.

Brandon Fonovic - Attended the Knights of Columbus convention in Niagara Falls recently - with the theme of faith formation and renewal.

Mike Mooney - May 5 is the National Day for Awareness of Missing and Murdered Indigenous Women and Girls, and 2-spirited. The Moosehide campaign launch - symbolizes our collective commitment to raise awareness about the disproportionate violence against Indigenous women and children. May 25 will see the first ever conference for Indigenous Students, a collaboration between Trillium Lakelands, KPRDSB & PVNCCDSB with Trent First Peoples House of Learning

The 2nd annual Welcome to School week will take place Aug 21, 23 & 25 with learning and orientation tours in both secondary and elementary schools.

Bart Scollard - Please keep in your prayers staff as staffing seasons shifts. June 3 - grand opening of the new OECTA office. OECTA retirement dinner is scheduled for June 16, which will include retirees from OECTA, CUPE and administrators.

Christine Haffie - CPEC is continuing to gather information and facilitate fundraising. Gearing up for appreciation night which is June 13 - this will include guest speaker Kevin Cameron on the topic of Trauma Informed Practice. The event will take place at St. Catherine CES and is offered virtually. The committee is looking forward to the experience and will book a new location each year.

Jeff Hockett - Code Breaker has been at the Catholic Education Centre the past 3 days providing professional development and learning in regards to coding with grade 2, grade 4 and special education resource teachers along with learning commons specialists. The learning has provided some variety of STEAM learning opportunities focusing on students who have an IEP and perhaps aren't engaging in math. Feedback from all the teachers and staff has been very positive. To support the professional development and implementation in the classroom, a number of materials were purchased to be taken back to the schools. Some virtual classroom based sessions will be upcoming at the end of the month and will engage both the students and teachers in STEAM learning opportunities together.

PVNCCDSB's literacy journey is continuing through the Science of Reading learning. Recently attended the Dyslexia Conference, which was a wonderful learning experience. The information gained from this will be shared with colleagues and special education resource teachers. Special Education continues to collaborate with Learning Support Services - reviewing the tiers of intervention with reading through the purchasing of learning materials and assessments.

Special education resource teachers are working with staff and families to support transition planning for the upcoming school year. Speech Language Pathologists recently presented on neurodiversity, during special education French immersion professional development which also included an equity and inclusion frame. The goal of this training is to promote the mindset that French education is for everyone. Consultants from both Special Education and Learning Support Services have been collaborating to make learning environments better for all students through universal design for learning.

Jennifer Angelo - The Third Path professional development through Dr. David Tranter's relationship based education continues through the grant, Supporting Students with Disabilities. The grant has provided professional development for 2 groups totalling 14 schools with 6 days of training for each group being provided. Through professional development the groups have included discussion and connections to the pastoral plan, engaged in equity, inclusion and colonialism training, universal design for learning training, self-regulation, certification in restorative practices, indigenous pedagogy and medicine wheel pedagogy. There were lots of pieces the participants were able to

engage in and learn about. The third phase is implementation and supporting the learning as this relationship based approach is implemented into their schools. Feedback from the school teams has been very powerful. The hope is that through grant application there will be a phase 2 to support the remainder of PVNCCDSB schools in this professional development opportunity.

D. Next Committee Meeting:

- a. Next Meeting Date (Tentative):
Thursday, October 12, 2023
Thursday, February 22, 2024
Thursday, May 9, 2024
- b. Agenda items for the next meeting are to be forwarded to the Administrative Assistant.
- c. Selection of committee member for Land Acknowledgement – Jeff Hockett
- d. Selection of committee member for Opening Prayer – Jennifer Angelo
- e. Selection of committee member for Closing Prayer – Fr. Paul Massel

Superintendent Armstrong honoured Iman Deal on her forthcoming retirement at the end of the school year. She described Iman as one who lives out her faith, being full of compassion, empathy and someone who strives to build relationships with staff, students, parents and the community. Superintendent Armstrong thanked her for many years of dedication to PVNCCDSB schools.

E. Conclusion:

1. Closing Prayer: Fr. Paul Massel closed with prayer.

Trustee Mary Ann Martin thanked everyone for coming.

F. Adjournment

MOTION Moved by Fr. Paul Massel, seconded by Jennifer Angelo
That the Faith and Equity Advisory Committee meeting of May 11,
2023 be adjourned at 8:23 p.m.

Carried