

## **Minutes - Governance and Policy Committee Meeting**

**Monday, October 25, 2021, 6:00 p.m., Virtual**

Trustees: Linda Stone (Chair), Donna Edwards, Carolyn Morton, Christine Thatcher, Michael Barrett, Paul Crawford, Patrice Barnes, Darlene Forbes, Niki Lundquist, Scott Templeton

Regrets: Trustee Chris Braney

Staff present: Director of Education Norah Marsh, Associate Director Jim Markovski, Associate Director David Wright, General Counsel Patrick Cotter, Executive System Lead Robert Cerjanec, Human Rights and Equity Advisor Devika Mathur, Superintendents of Equitable Education Georgette Davis, Stephen Nevills, Jack Nigro, Gary Crossdale, Margaret Lazarus, Mohamed Hamid, Erin Elmhurst, Heather Mundy, Andrea McAuley, Policy Analyst Ahmad Khawaja

Recording Secretary: Gillian Venning

---

### **1. Call to Order**

Trustee Linda Stone, Chair of the Committee, called the meeting to order at 6:02 p.m.

Chair acknowledged the tragic loss of a Brock HS student over the weekend. The Board shares their sincere condolences and thoughts with the families and loved ones of all the students involved in the accident.

### **2. Land Acknowledgment**

Director of Education Norah Marsh read out the land acknowledgement.

### **3. Declarations of Interest**

There were no Declarations of Interest.

### **4. Approval of Agenda**

Moved by: Trustee Patrice Barnes

CARRIED

## **5. Approval of Revised Minutes – May 10, 2021**

Moved by: Trustee Carolyn Morton

AMENDED MINUTES APPROVED AS DISTRIBUTED.

CARRIED

## **6. Approval of Minutes – September 27, 2021**

Moved by: Trustee Christine Thatcher

NO CHANGES TO MINUTES. APPROVED AS DISTRIBUTED.

CARRIED

## **7. Human Rights Policy**

- Director of Education Norah Marsh introduced the draft Policy, highlighting that the DDSB Senior Team is in attendance to provide support, our intent to meet ethical and legislative responsibilities related to human rights through its implementation, and its integration into every layer of the DDSB.
- Legal Counsel Patrick Cotter provided additional context and background related to the policy package, as to the proposed revisions to the Safe and Respectful Workplace Policy and Procedure Human Rights and Equity Advisor Devika Mathur reviewed the draft Human Rights materials policy package Two-phase consultation process was discussed, including confirmation that the first phase is complete and included consultation with Student Senate, SEAC, PIC, Equity & Diversity Ad Hoc Committee, Affinity Groups, students, staff, and community members.
- Second phase of consultation will include reconnecting with all previously consulted groups to ensure their feedback has been appropriately incorporated into the current draft and to seek further feedback to inform the final draft documents.
- It was noted the Policy acknowledges historical presence of discrimination and racism in DDSB schools and workplaces, the significant negative impact on student outcomes, the urgent need to proactively prevent future violations.
- Advisor Mathur highlighted some key provisions in the documents
- Trustees asked questions, engaged in discussion and made suggestions for revisions to the draft Policy. During discussion, the following points arose:
- Staff were asked to consider developing condensed supporting documents including visuals, flowcharts, or brief summaries of the Policy to assist with public understanding and ensuring the Policy is accessible to all who read it.
- It was pointed out that some sections of the Policy, Procedure and appendices included repetitive themes, and trustees asked that this be addressed in the next round of revisions.
- Trustee responsibilities as outlined in the Policy, Code of Conduct and Education Act were discussed and clarified related to implementation of the Policy. It was confirmed that trustees are not considered within the definition of duty bearers under the policy.
- Primacy of a human rights policy was discussed.

- Inclusion of certain terms in the definitions was discussed and it was understood that further consultation in phase two will help to inform the final draft version of terms and definitions
- It was decided that staff will bring back to this committee the two draft procedures at a Special November meeting for review and discussion before phase two of consultations begins.
- Posting of the draft Policy on DDSB website for public review in advance of consultations was discussed and it was decided it would be posted once all accompanying draft Procedures were ready and that in the meantime staff would update the public website to provide a brief update and timeline of next steps related to phase two consultations.

#### **8. Review of Revised Draft Bylaws**

- Discussion deferred to next meeting.
- Trustees reminded to submit any minor revisions to draft Bylaws to Counsel Cotter by email in advance of the next meeting.

#### **9. Review of Revised Draft Code of Conduct**

- Discussion deferred to next meeting.
- Trustees reminded to submit any minor revisions to draft Code of Conduct to Counsel Cotter by email in advance of the next meeting.

#### **10. Date of Next Meeting:**

- Date of Special meeting to be circulated to trustees for consideration as soon as draft procedures are ready for presentation.

#### **11. Adjournment**

Meeting adjourned at 7:48 p.m.