



Community Advisory Committees

Name of Committee: Urban Indigenous Community Advisory Committee (UICAC)

Meeting Date: 18th, May 2021

A meeting of **the Urban Indigenous Community Advisory Committee** convened on 18th, **May, 2021** from **6:00 p.m. to 7:30 p.m.** on ZOOM, with **Dr, Joanne Dallaire** presiding.

Attendance : Elder Dr. Joanne Dallaire, Elder Pauline Shirt, Clayton Shirt (Traditional Knowledge Practitioner), Tanya Senk (System Superintendent, Indigenous Education, TDSB), Christina Saunders (Principal, TDSB), Ryan Neepin (Teacher, TDSB), Mary Doucette (Office Administrator, TDSB), Marilyn Hew (TYRMC), Tracy Mackenzie (Community Liaison, TDSB), Dr. Bob Phillips (Community), Adrienne Plumley (Instructional Leader, TDSB), Brandie Wilson (Native Learning Centre - NCFST), Natasha Gleeson (Student Success Teacher, TDSB), Robert Durocher (Vice-Principal, TDSB), Selina Young (City of Toronto), Isaiah Shafqat (Indigenous Student Trustee, TDSB), Waabshka-Mkwa (2Spirits)

Also present were: Trustee Alexander Brown, Trustee Jennifer Story, Trustee Trixie Doyle, Trustee Dan MacLean, Trustee Michelle Aarts, Isaiah Shafqat (Indigenous Student Trustee, TDSB)

Guests: Pardeep Nagra (Manager, Employment Equity, TDSB)

Regrets: Dr. Duke Redbird (Elder)

Part A: Recommendations

No recommendations to report.

Part B: For Information Only

Facility, 16 Phin – Mobility, Accessibility, Health & Safety, Renovations.

- Discussions continue for Phase II

Hiring practices, recruitment, retention and mobility.

- Pardeep Nagra, Employee Equity Office, presented the first annual employment equity report to the UICAC. A follow up report will be presented to the UICAC in the fall.

- Staff is undertaking the creation of teams which will support hiring processes at all levels of the Board to ensure that hiring, promotion and retention of staff is informed by Indigenous ways of knowing, being and working
- Discussions regarding the Truth and Reconciliation Commission of Canada: Calls to Action, looking at the 10 principles of reconciliation to provide context for the hiring of First Nations, Inuit, and Metis candidates in all sectors of the organization, as well as specialized programs in the Human Rights Code, Sections 14 and 18 are also included in the policy making.

Part C: Ongoing Matters

No matters to report

Report Submitted by; **Tracy MacKenzie**