



EQUITY ACTION PLAN

At the DSBN, equity matters.

We believe that each individual deserves:

- to have their identity and lived experiences honoured,
- to learn in a culture of respect, dignity, and acceptance, and
- to have access to education free from discrimination and barriers.

Meaningful and intentional actions result in a learning environment that inspires every child to reach their full potential. Advancing and sustaining equity requires that we acknowledge within ourselves that learning and unlearning never ends. In centering the whole child, we use an equity lens to reimagine and reinvent our procedures and practices to be inclusive and free from discrimination and systemic barriers.

Grounding our work in culturally and historically responsive education, and upholding the respect and dignity of every individual, will ensure equitable learning conditions and an inclusive culture for all students and staff. Sharing the collective responsibility means this is everyone's work as we collaborate alongside students, parents, educators, and community to create an inclusive learning environment.

Our Equity Action Plan demonstrates our commitment to students to ensure there is equity at all levels of the system as we work together to embrace and foster engaging and innovative learning where everyone achieves success and well-being. The Plan outlines the priorities of the six focus areas and provides highlights of the work that has been done and the work we will embark upon this year.

2020-2021

ACTION HIGHLIGHTS:

- Collaborated with Student Trustee Senate Committee on a Faces of DSBN social media campaign highlighting secondary student activism and being agents of change in their communities

- Supported the creation of student initiated Brave Space groups where racialized students and their allies engaged in courageous and critical conversations through shared personal experiences and perspectives

- Student representation on the Equity, Inclusion and Anti-Racism Community Advisory Committee

2021-2022

ACTION HIGHLIGHTS:

- Established an equity representative on all school based student councils
- Establish a Student Focus group to inform the framework for the DSBN Student Equity Alliance

- Identified and supported student initiated clubs and groups to ensure student voice representation with an equity lens

2022-2023

ACTION HIGHLIGHTS:

- Expand mentorship programming for identity based groups
- Facilitate DSBN Equity, Inclusion and Anti-Racism Summit for secondary students

- Establish a DSBN Student Equity Alliance and provide mentorship to lead equity work and be agents of change within their schools

2020-2021

ACTION HIGHLIGHTS:

- Established a working team of school based staff Equity Champions in every school to support the promotion and integration of equity within their school community

- Provided the tools for staff to have courageous and challenging conversations around race and oppression

- Equipped staff with an equity lens when reviewing practices and content so all student identities are included

2021-2022

ACTION HIGHLIGHTS:

- Launched a days of significance calendar/resource to inform and support planning of events and celebrations representing various abilities, gender identities, ethnicities, races and faith groups

- Created a Know Each Learner framework to build relationships with students by understanding their identities, the context they live in, what brings them joy, the gifts they possess, and the skills they can develop

- Disrupted discriminatory terminology and provided guidelines on the use of inclusive language that respects and promotes all people as valued members of society and avoids exclusion and stereotyping

2022-2023

ACTION HIGHLIGHTS:

- Support schools in offering Quiet Meditation Multi-Faith Rooms
- Provide considerations for school or system-based activities/event planning with the goal of increased inclusivity and accessibility

- Review school-based culture survey data and collaborate with students, staff, and school community on setting goals

2020-2021

ACTION HIGHLIGHTS:

- Engaged curriculum support staff in training on integrating culturally and historically relevant pedagogy in curriculum programming with a focus on student identity, skills development, intellectual development, criticality and joy

- Supported educators in their ongoing learning through courses, workshops, seminars and resources

- Developed culturally relevant resources that are responsive to student identities and lived experiences
 - Pride Month Resources
 - Black History Month
 - Heritage Month Resources
 - Book suggestions to honour student identities

2021-2022

ACTION HIGHLIGHTS:

- With support from school-based educators, Equity Coaches, Instructional Coaches, Multi-Language Resource Teachers, Consultants, Administrators and Superintendents:
 - Embedded culturally and historically responsive education into practices, curriculum and assessment
 - Removed barriers to learning through the review and revision of curriculum content through an equity lens
 - Developed resources to support the learning and integration of equity, inclusion and anti-racism

- Created K-12 Educator Resource Website
- Offered a consistent framework and intentional resources to support educators in having critical conversations to respond to hate-based, racist and tragic events

2022-2023

ACTION HIGHLIGHTS:

- Offer Inclusive Classroom Additional Qualifications course to educators
- Partner with Lakehead University to offer Anti-Black Racism Additional Qualification course to educators and administrators

- Implement culturally responsive pedagogy through the creation of novel/book studies in collaboration with curriculum support team

2020-2021

ACTION HIGHLIGHTS:

- Created and facilitated monthly learning sessions to develop educator capacity in interrupting bias, anti-racism, anti-Black racism and anti-oppression

- Collaborated with various departments in the Board to provide all personnel with the required learning to support schools through an anti-oppression lens

- Provided equity professional development to School Board Trustees

2021-2022

ACTION HIGHLIGHTS:

- Continued to build staff capacity in identifying and disrupting personal bias, oppression and racism

- Engaged educators in learning and developing their cultural lens

- Participated in ongoing professional learning opportunities in learning teams that included co-planning and reflection to deepen professional knowledge and practice

2022-2023

ACTION HIGHLIGHTS:

- Continue to build educator capacity in identifying and disrupting personal bias, oppression and racism (e.g., Human Rights training for administrators, Leading with Equity training with central curriculum team)

- Collaborate with Special Education department on our collective responsibility for an inclusive framework for all students and educators

- Participate in ongoing professional learning opportunities in educator learning teams that may include co-planning and reflection to deepen professional knowledge and practice

2020-2021

ACTION HIGHLIGHTS:

- Established Equity, Inclusion and Anti-Racism Community Advisory Committee (EIARCAC) with a membership of a trustee, staff, students, parents and community members that meets regularly to receive, review and provide feedback on the priorities of the DSBN Equity Team and other initiatives related to equity in the DSBN

- Collaborated with the Parent Involvement Committee in providing anti-oppression and anti-racism learning opportunities

2021-2022

ACTION HIGHLIGHTS:

- Increased communication, transparency and collaboration with families and community members through the Equity, Inclusion and Anti-Racism Community Advisory Committee

- Continued to collaborate with community agencies and groups in knowledge sharing, lived experience lens support and building cultural awareness

2022-2023

ACTION HIGHLIGHTS:

- Develop partnership with community-based organizations to support families in navigating the education system

- Identify the barriers to participation and engage in collaborative problem-solving that honours voices and experiences

2020-2021

ACTION HIGHLIGHTS:

- DSBN hired a Human Rights and Equity Advisor to lead the implementation of DSBN's Equity Action Plan in support of student achievement and well-being, while continuing to build a culture of respect for the principles of human rights and equity throughout DSBN.

- Reviewed and revised policy G-28 Student Discipline to include restorative practices and an equity and cultural awareness lens to foster mutual dignity, respect and care

- Collaborated with Curriculum team on the revision of an administrative procedure for the selection of curriculum based resources that honour student identities and cultures

2021-2022

ACTION HIGHLIGHTS:

- Continued to collaborate with system teams to assist in the review and revision of policies and procedures that may perpetuate individual or system racism and oppression

- Administered a board wide school culture survey to staff, students grade 4-12 and families, reviewed data submitted. Established instructional goals and developed intentional strategies to monitor progress of student achievement and well-being

- Removed barriers in accessing education by providing guidelines in ways to support students, families and staff
 - Revision and launch of Recognizing and Respecting Creed Diversity: Creed Accommodation Guidelines – school and parent guide
 - Revision of Gender Identity and Expression Guidelines for schools
 - Inclusive Language Guidelines

2022-2023

ACTION HIGHLIGHTS:

- Launch Supporting Students: Gender Identity and Gender Expression Guidelines for schools and provide professional development for its application

- Review and analyze system-level data gathered from the 2021-2022 School Culture Survey to identify priorities for School Improvement Planning