



# EQUITY, INCLUSION & ANTI-RACISM TRUSTEE ADVISORY COMMITTEE

## AGENDA

Thursday June 10, 2021

5:00 p.m. - TEAMS

Chair: Shannon Mitchell

### Advisory Committee Members:

**Trustees:** Shannon Mitchell (Chair), Nancy Beamer, Alex Bradnam, Elizabeth Klassen, Doug Newton

**Student Trustee:** Karina Tavernese

**Director of Education:** Warren Hoshizaki

**Superintendent of Education:** Kelly Pisek

1. Welcome and Introduction ..... Shannon Mitchell
2. Community Advisory Committee – verbal update ..... Shannon Mitchell/Kelly Pisek
3. May Staff PD – You, Your Students and the Courageous Conversation ..... Pratima Burton
4. Pride Month ..... Kelly Pisek/Zakia Hamdani
5. Equity Button on all School Websites ..... Pratima Burton
6. Inclusive Classroom AQ Course.....Zakia Hamdani
7. Summer Reading Opportunity..... Pratima Burton
8. Equity Action Plan .....Equity Team
9. Questions

Future Agenda items

**Next Meeting: October 12, 2021 @ 5:30 p.m.**



**REPORT TO EQUITY, INCLUSION & ANTI-RACISM  
TRUSTEE ADVISORY COMMITTEE**  
Thursday, June 10, 2021

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**BACKGROUND:**

The DSBN is committed to embedding equity in all aspects of the education system, starting from training and building capacity through awareness of an equity lens, to reviewing procedures and practices using an anti-oppression framework, and aligning resources to ensure every school has the support it needs to create equitable learning conditions and an inclusive culture for all students and staff. This report summarizes some of the most recent professional development as well as other initiatives the Equity Team has been involved in since this committee's last meeting.

**MAY STAFF PD: You, Your Students, and the Courageous Conversation**

The May professional development was the sixth and final PD of the 2020-21 year that was shared at the monthly staff meeting. In May, the focus was on providing educators with the strategies and tools to have courageous conversations in class. A brave, critical, and courageous conversation is any discussion about the ways that injustice affects our lives and society. It is a conversation that explores the relationships between identity and power, traces the structures that privilege some at the expense of others, help students think through the actions they can take to create a more just and equitable world.

Students recognize the injustice inherent in racism, gender bias, ableism, anti-immigrant sentiment, religious and anti-LGBTQ+ bias and more—and they see these prejudices working in the world every day. Providing strategies and resources to teachers will help in facilitating age-appropriate, critical conversations confidently. Strategies are shared with teachers to help analyze comfort levels with certain topics and recognize where support may be required. The strategies include tools to support guided conversations and check-ins with students throughout the conversations.

**PRIDE MONTH**

Everyone has the right to be treated with dignity and respect. Regardless of one's personal values and beliefs, the Ontario Human Rights Code that protects marginalized groups from discrimination and harassment must be followed. The DSBN Education Centre and all DSBN schools are flying the Pride flag to demonstrate the commitment to providing environments that are inclusive and free from discrimination. Raising the flag for the month of June will demonstrate ongoing support to the LGBTQ+ community, raise awareness and show that everyone belongs.

The Pride flag raising ceremony was held at the DSBN Education Centre and had in attendance the Chair of the Board, Sue Barnett, a community member from the DSBN Equity, Inclusion, Anti-Racism Community Advisory Committee and a DSBN student.

A decision was made that as of May 31, until June 8, flags at DSBN schools were lowered to half-mast to honour the lives of the 215 Indigenous children discovered in a mass grave at the former Kamloops Residential School. Schools will raise their Pride Flags starting Wednesday, June 9 until the remainder of the month.

To support schools in building awareness, knowledge, joy, and a familiarity of community supports and events, a resource was recreated for educators, in consultation with community, students and staff. The key learning from the professional development that has happened over this school year is the importance of continuing the learning and teaching, not just in that particular historical month, but all year round as it is important for students to see themselves reflected in the content, the books they read and the discussions in the classroom.

## **EQUITY, INCLUSION AND ANTI-RACISM BUTTON ON ALL SCHOOL WEBSITES**

A DSBN Equity, Inclusion and Anti-Racism button has been added to each elementary and secondary website based on feedback from the Equity, Inclusion and Anti-Racism Community Advisory Committee. Parents can now access information about equity work at the DSBN through school websites. As the Equity Team continue to work, next year there will be more documents and resources specifically for parents added to the site.

## **AQ INCLUSIVE CLASSROOM COURSE**

To support the work that Equity Champions and educators are doing at the school level, the Equity Team partnered with the ETFO local for elementary and the secondary curriculum team to offer the Additional Qualifications Inclusive Classroom Course without any cost to staff. In elementary 28 educators registered and in secondary there were 45 registrants for the Spring and Summer sessions. Educators in both panels have already inquired about registering for the Fall session that will continue to be offered.

## **SUMMER READING OPPORTUNITY FOR ALL STAFF**

The Equity Team and the Indigenous Education Team are partnering to offer DSBN staff an opportunity to further learn this summer. A series of racial justice books which include seven titles explored over the last year on the [VoicEd](#) podcast called [The Anti-Racist Educator Reads](#) have been ordered. The intent is for staff to sign up, read the book, and deepen learning by listening to the accompanying podcast.

Over 225 staff have signed up including teachers, administrators, educational assistants, administrative assistants, instructional coaches, consultants, support staff and board personnel. Throughout this year, DSBN staff dedication to after-hours sessions as well as independent learning on equity, inclusion and anti-racism has been very encouraging and is evidence of a commitment to learning.

## **EQUITY ACTION PLAN**

The DSBN Equity Action Plan is currently under review. In charting a new pathway with the goal of eliminating disproportionality and disparities to create equitable outcomes for all students, it was important to capture the voices of students, staff, families, and communities when making decisions about student well-being and achievement.

Student Voice, Safe to Brave Spaces, Culturally & Historically Responsive Curriculum, Anti-Bias, Anti-Racism & Anti-Oppression Learning, Community Partnership, and Identifying & Removing Systemic Barriers are the carefully chosen six tenets that center and guide the work to build capacity and address the barriers of underrepresented groups at the classroom, school and system level. This work is grounded in human rights and reflects the principles of anti-oppression, equity, and inclusive education.

The Equity Action Plan is a living document and as data, feedback and input are gathered, it will continue to create intentional and meaningful actions to improve the achievement and well-being of students and staff. As the 2021-22 school year begins, the living document will be posted on the Equity, Inclusion and Anti-Racism webpage.

Respectfully submitted,

Pratima Burton, Student Achievement Leader: Equity, Inclusion and Anti-Racism Education (K-12)

Zakia Hamdani, Consultant: Equity, Inclusion and Anti-Racism Education (K-12)

Kelly Pisek, Superintendent of Education