

**TUESDAY, MAY 10, 2022**

Public Session: 5:30 – Virtual Meeting

## **AGENDA**

**A. WELCOME**

[S. Mitchell](#)

**B. APPROVAL OF THE AGENDA**

**C. COMMUNITY ADVISORY COMMITTEE – VERBAL UPDATE**

[S. Mitchell/K. Pisek](#)

**D. PRIDE MONTH**

[P. Burton](#)

**E. SCHOOL CULTURE SURVEY UPDATE**

[Z. Hamdani/K. Pisek](#)

**F. EQUITY WORKING GROUPS AND COMMITTEES**

[K. Pisek/P. Burton/Z. Hamdani](#)

**G. COMMUNITY PARTNERSHIPS**

[P. Burton](#)

**H. FUTURE AGENDA ITEMS**

**I. ADJOURNMENT**

Next Meeting: Tuesday, October 11, 2022 @ 5:30 pm

May 10, 2022

## **REPORT TO EQUITY, INCLUSION AND ANTI-RACISM TRUSTEE ADVISORY COMMITTEE**

### **BACKGROUND:**

The DSBN is committed to embedding equity in all aspects of the education system, starting from training and building capacity through the development 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. The framework of this report reflects the tenets of the DSBN Equity Action Plan.

### **INCLUSIVE SPACES**

#### **SCHOOL CULTURE SURVEY**

The DSBN's School Climate Survey 2021/22 collected perception data from students in grades 4-12, teachers and support staff as well as DSBN families about their experiences at school. An estimated 30,000 participants completed the survey. The survey aligns with the DSBN Equity Action Plan that calls for identifying systems and structures that limit students' potential, removing systemic barriers, and implementing approaches for providing equitable and accessible services for students.

This was the first year the school culture survey collected identity-based data and is the first step towards enhancing an understanding of students and their school experiences to ensure equitable, accessible and inclusive learning environments. The Ontario Human Rights Code and the Ministry of Education (2017) identified the collection of identity-based student data as key to identifying and removing discriminatory practices, systemic barriers and biases to support students' personal and academic potential. Disaggregating (or separating) data by student characteristics (e.g., racial and ethnic background, gender, etc.) will help schools identify disparities and to create goals and plan programs and services to target equity deserving populations.

The survey results are currently being tabulated and will be analyzed with an equity lens. With the support of the Equity team, Indigenous Education team, Mental Health and Well-being team and along with the senior administration team, the data will be used to make informed, planning decisions to build and sustain a more positive, safe and equitable school culture.

System level data will be used to inform the goals of the Equity Action Plan for the upcoming two school years. School based data will be used to identify measurable and focused goals for each school based on the voices of their students, staff and parents of each school community.

## **ANTI-BIAS, ANTI-RACISM & ANTI-OPPRESSION LEARNING**

### **EQUITY WORKING GROUPS AND COMMITTEES**

Collaboration and building networks are essential in advancing equity work. This includes connecting with local and provincial organizations and school boards to share best practices and sound pedagogies and to explore growth opportunities, talk through problems of practice and to support one another in this work. The DSBN Equity team are members of the following networks:

Ontario Public Supervisory Officials Association (OPSOA) Equity Diversity Inclusion (EDI) working community, OPSOA - EDI leads group, Ontario Principals Council (OPC) - EDI Leads group, Elementary Teachers Federation of Ontario (ETFO) local/Equity leads, Muslim Educators Group of Ontario, Human Rights and Equity Advisors Community of Practice Group, Equitable Hiring Community of Practice Group, Provincial Equity Summit Group, Niagara Region EDI managers group.

## **COMMUNITY PARTNERSHIP**

### **EGALE**

In April, administrators participated in an interactive webinar that introduced them to the identities captured by the 2SLGBTQI acronym and how they relate to four components of identity. Administrators learned about the impacts of harmful biases throughout the school's structure and culture and gained awareness of the work needed to foster safer and more inclusive environments. At the end of the session, administrators were equipped with further learning resources to support creating inclusive spaces in schools.

### **FACING HISTORY & OURSELVES**

For the month of May, the Building Cultural Knowledge Series will be focussing on building staff knowledge to honour Jewish Heritage Month. After consultation with members from the Jewish community, it was suggested to begin the learning at the school level for greater student impact and gradually work towards building community knowledge. The DSBN has partnered with Facing History and Ourselves to offer a session to learn more about the diversity, complexity and intersectionality of Jewish Identities. The interactive workshop will also focus on developing shared language and approach to discussion of diverse identities and exploring teaching strategies that enable classroom learning that dispels stereotypes and fosters identity safe spaces for belonging.

### **TOOLS OF EMPOWERMENT FOR SUCCESS**

The DSBN acquired a Niagara Community Foundation grant that allowed for a partnership with TOES Niagara to offer a Black Mentorship Program for youth aged 8 - 12 called What They See is What They Will Be. The program is underway with participation of 27 students and their families. Students and parents have met with the TOES Team and the mentorship coordinator

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and have participated in a session about Black History with Dr. Ntakirutumana from Brock University. Although the sessions are currently online, there are plans to hold meetings at Brock in the new school year. Parents have shared emails of gratitude for this program which reinforces the importance of providing program and mental well-being supports with a specific focus on Black youth to address the trauma of racism.

### EQUITY CONNECTIONS

Equity Connections is a local and provincial organization of Black educators and leaders who believe in the power of inclusion. They deliver transformative diversity and inclusion programs to individuals and organizations seeking to improve structures and practices. The DSBN has partnered with Equity Connections through a Memorandum of Understanding to offer consultation, workshops for students and professional development for staff through their diverse lens.

### RECOMMENDED MOTION

“That the report of the DSBN Equity Team dated May 10, 2022, be received.”

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