

TUESDAY, MARCH 8, 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. STUDENT INITIATIVES: BRAVE SPACE/DSBN STUDENT EQUITY ALLIANCE

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

E. INCLUSIVE LANGUAGE GUIDELINES

[P. Burton](#)

F. SOVEREIGNTY AND EQUITY

[G. Groat](#)

G. EQUITY, INCLUSION AND ANTI-RACISM EDUCATOR RESOURCE WEBSITE

[Z. Hamdani](#)

H. BUILDING CULTURAL AWARENESS SERIES - CELEBRATING BLACK JOY AND EXCELLENCE

[Z. Hamdani](#)

I. FUTURE AGENDA ITEMS

J. ADJOURNMENT

K. NEXT MEETING: Tuesday, May 10, 2022 @ 5:30

March 8, 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.

STUDENT VOICE

STUDENT INITIATIVES: BRAVE SPACE/DSBN STUDENT EQUITY ALLIANCE

As part of the Equity Action Plan, the need for an Equity Student Alliance is necessary to provide leadership opportunities for students and to collectively create positive change within schools and communities. The goal is to launch a DSBN Student Equity Alliance to capture student voices and create space for critical thinking, courageous conversations and strategy building to address and act on equity related topics (e.g., stereotypes, discrimination, racism, accessibility).

There will be an invitation to a focus group where students can share their thoughts on the creation of the committee. This is an opportunity to hear from many diverse voices and identities from across the system. The focus group will help to steer the direction of the DSBN Student Equity Alliance and will be open to all students.

INCLUSIVE SPACES

INCLUSIVE LANGUAGE GUIDELINES

The District School Board of Niagara (DSBN) is committed to creating a learning and working environment that is free of discrimination and harassment regardless of race, class, gender, gender identity and gender expression, ethnicity, disability, sexual orientation and other forms of discrimination (G-03: Equity and Inclusive Education Policy, 2021).

The Inclusive Language Guidelines was created in partnership with the Human Rights and Equity Advisor to set out best practices and key guiding principles and suggestions to support using inclusive language. This is not a comprehensive or definitive guide as language is constantly evolving. Feedback is being gathered from educators and representatives of equity-deserving groups. This is a living document that will be enriched by continued feedback and conversation.

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

SOVEREIGNTY AND EQUITY

Often Indigenous education is part of the Equity, Diversity and Inclusion narrative in schools and school boards. Both are grounded in the belief that each individual deserves to have their identity and lived

EQUITY, INCLUSION AND ANTI-RACISM TRUSTEE ADVISORY COMMITTEE



experiences honoured, to learn in a culture of respect, dignity, and acceptance; and to have access to education free from discrimination and barriers. Student Achievement Leader of Indigenous Education, Georgie Groat, has been working with students and staff to build knowledge on the histories, cultures, perspectives and contributions of First Nations, Metis, and Inuit individuals and communities. Her work helps the system to understand the uniqueness of sovereignty and sovereign nations and how it stands apart from Equity.

[EQUITY, INCLUSION AND ANTI-RACISM EDUCATOR RESOURCE WEBSITE](#)

This website was created to give educators the culturally relevant tools and knowledge to learn, grow and act to create inclusive spaces, cultivate student genius, appreciate differences, and disrupt oppression. Resources offered include:

- to build knowledge in anti-oppression, anti-racism, and grow in our cultural knowledge;
- center student voice;
- offer ideas for inclusive practices;
- suggest ways to move from thinking into action; and
- includes all the PD and resources we have offered to schools so far.

COMMUNITY PARTNERSHIP

[BUILDING CULTURAL AWARENESS SERIES -CELEBRATING BLACK JOY AND EXCELLENCE](#)

For far too long, the narrative of black communities within schools have started with enslavement, struggle and resistance. We wanted to reimagine the ways the stories were told and so following the learning of Dr. Gholdy Muhammad, Joy became the focus. The second session, on February 24th, in the Building Cultural Knowledge series, was named Celebrating Black Joy and Excellence to honour the innovation, legacies, resilience and liberation of Black communities. Local historians, activists, artists, business owners and students were invited to share their excellence and joy with the community.

The third session will be held in May and we will be focusing on Jewish Heritage Month.

RECOMMENDED MOTION

“That the report of the DSBN Equity Team dated March 8, 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