

WEDNESDAY, OCTOBER 12, 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. DSBN EQUITY, INCLUSION AND ANTI-RACISM STUDENT ALLIANCE

[Z. Hamdani](#)

E. EQUITY ACTION PLAN

[P. Burton](#)

F. SCHOOL CULTURE SURVEY

[K. Pisek](#)

G. FUTURE AGENDA ITEMS

H. ADJOURNMENT

Next Meeting: Wednesday, February 8, 2023 @ 5:30 pm

DSBN EQUITY, INCLUSION AND ANTI-RACISM STUDENT ALLIANCE REPORT

October 12, 2022

DSBN EQUITY, INCLUSION AND ANTI-RACISM STUDENT ALLIANCE

The DSBN is launching an Equity, Inclusion and Anti-Racism (EIAR) Student Alliance that is led by students to address injustices, racism and to gain the tools to be agents of change in their respective school communities. The EIAR Student Alliance will engage students from a variety of diverse identities and backgrounds, with representation from all secondary schools, to collectively create the conditions for just and fair inclusion where all students can participate, prosper and reach their full potential.

This student initiative is a leadership opportunity for students from grade 9 to 12 who want to make meaningful change at a school and system-wide level. The EIAR Student Alliance will collaborate and come up with ideas, solutions and recommendations that address the issues that matter most to them.

The first meeting will convene in November.

DSBN ANTI-RACISM STUDENT CONFERENCE

The DSBN Equity, Inclusion and Anti-Racism team has consulted with various student groups (GSAs, Diversity Club, Roots, Racialized Brave Space Group) over the year and they have identified a need for the opportunity to come together with other schools to learn, share experiences and work collectively to create change within each school and across the system. This event is a result of acknowledging and affirming student voice and will be promoted through the newly formed EIAR Student Alliance.

The DSBN Student Anti-Racism conference will have students, from grades 9-12, engaging in interactive groups sessions with knowledgeable facilitators who have relevant lived experiences, to learn and address the themes of anti-racism, discrimination, allyship and activism.

EQUITY, INCLUSION AND ANTI-RACISM TRUSTEE ADVISORY COMMITTEE



The objective of the event is to build student knowledge and equip them with the necessary skills:

- to increase student voice in their schools
- to inspire action and change to support anti-racism efforts to build a more inclusive community
- to establish a network amongst schools in the DSBN and share promising practices
- to collaborate on focused strategies and initiatives across the system

The conference will be held on May 4th, 2023.

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

DSBN EQUITY ACTION PLAN UPDATE

October 12, 2022

BACKGROUND

The DSBN Equity Action Plan is a three year plan that demonstrates the DSBN's collective commitment to action oriented goals in Equity, Inclusion and Anti-Racism.

EQUITY ACTION PLAN UPDATE

The DSBN Equity Action Plan was shared at the October Equity, Inclusion and Anti-Racism Community Advisory Committee meeting. Highlighted was the framework used which includes the six tenets that have guided the DSBN Equity Team's planning and work.

These include:

Student Voice, Safe to Brave Spaces, Culturally & Historically Responsive Curriculum, Anti-Bias, Anti-Racism & Anti Oppression Learning, Community Partnership, and Identifying & Removing Systemic Barriers. This work is grounded in human rights and reflects the principles of anti-oppression, equity, and inclusive education.

The Equity Action Plan balances DSBN's intended outcomes for 2022-2023 with completed actions to date from the 2020-21 school year. It is not an extensive list of all the work, but highlights that demonstrate the collective system's commitment to the work. This document will be posted on the Equity, Inclusion and Anti-Racism webpage. This is a working document that is reviewed and reflected on regularly with the Equity, Inclusion and Anti- Racism Community Advisory Committee.

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

SCHOOL CULTURE SURVEY UPDATE

October 12, 2022

BACKGROUND:

The DSBN School Culture Student Survey is an anonymous online survey that provides families, students in grades 4-12 and staff with an opportunity to provide input on school culture. It also fulfills the Ministry of Education requirement that all schools in Ontario implement a school climate survey for students every two years. The disruption to in-person learning due to the pandemic did pause the survey cycle, with DSBN reinstating this survey in December 2021.

SCHOOL CULTURE SURVEY UPDATE

The DSBN's School Culture 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.

The DSBN Equity, Inclusion and Anti-Racism team partnered with Brock University to collect the survey results and formulate system and school based reports that provide overall response data while ensuring the privacy of participants. Questions were focused on well being, caring and safe schools, sense of belonging, equity and inclusion as well teaching and learning. Students and parents were also invited to share identity-based data (such as race, ethnicity). Collecting identity-based data is important for evaluating how well our programs, resources and practices support all DSBN students.

NEXT STEPS: SHARING THE DATA/ACTIONING THE DATA

The DSBN Equity, Inclusion and Anti-Racism Community Advisory Committee will receive a presentation on the system level results at the second meeting of the year with the invitation to offer feedback and support of the DSBN Equity Action Plan in consideration of the results.

Results will be used to guide decision-making for school and system planning and to set collective goals to support an inclusive school culture and enhance student success. A system level report will be shared on the DSBN Equity, Inclusion and Anti-Racism webpage that highlight the key findings and alignment with goals set in the posted DSBN Equity Action Plan.

School Principals in collaboration with their Area Superintendent use the results to guide and align their school improvement goals. Principals will work with students, the staff and school councils to set actionable goals. In many cases, further conversation, and the unpacking of results with students would

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be the most effective first step to engage student voice in enhancing the school culture. School councils will receive an overview of the culture survey and will have the opportunity to support the established goals.

Central support teams including Equity, Inclusion and Anti-Racism, Indigenous Education, Mental Health and Wellbeing, Curriculum, Special Education and Safe Schools have collaborated on resources and support for schools to access as they develop goals and next steps with their school communities.

As well, identity-based questions related to ancestry, ethnicity, race, religion, gender identity and language(s) spoken at home were also asked of families and students. This was collected from a system level with the goal to understand how learning experiences may differ among groups of students and to contribute to promoting a safe and inclusive school culture. This will be considered with the Student Census data collected in 2020-21 and shared on the webpage after consultation is complete.

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