



EQUITY, INCLUSION & ANTI-RACISM TRUSTEE ADVISORY COMMITTEE

AGENDA

Thursday April 22, 2021

5:30 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. DSBN Human Rights Advisor – Introduce Maryam Safdar Ali Warren Hoshizaki
3. Community Advisory Committee – verbal update Kelly Pisek
4. Mentally Healthy Conversations PD Zakia Hamdani
5. Culturally and Historically Relevant Curriculum Zakia Hamdani
6. Anti-Racist Educator, Anti-Racist Educator Series Pratima Burton
7. Student Voice and Action..... Pratima Burton/Zakia Hamdani
 - Brave Spaces
 - Days of Significance Interactive Calendar
 - Faces of DSBN
8. Questions

Future Agenda items

Next Meeting: May 19th @ 5:30 p.m.



REPORT TO EQUITY, INCLUSION & ANTI-RACISM TRUSTEE ADVISORY COMMITTEE

Thursday, April 22, 2021

DSBN Equity, Inclusion and Anti-Racism Community Advisory Committee

The newly formed DSBN Equity, Inclusion and Anti-Racism Community Advisory committee received over 80 applications during the invitation for membership posted on the board webpage and highlighted through school and DSBN social media. All those who applied received a follow up letter thanking them for their application. They were also asked if they would give permission to keep their name on file for upcoming opportunities. The participants chosen to sit on the committee received a letter asking them to confirm their acceptance as well as a copy of the draft terms of reference to review before the first meeting.

In total, four community representatives, five parent representatives, three student representatives, two members of senior administration, one trustee, two DSBN educators and the Equity, Inclusion and Anti-Racism DSBN Resource Team will make up the membership for the inaugural committee.

The goals of the committee are to:

- provide feedback to the DSBN on issues related to equity, inclusion and diversity from broad community perspectives and issues affecting our school community;
- have conversations around initiatives within the DSBN that enhance Human Rights, equity, and accessibility;
- participate in advising the DSBN with respect to the development of more inclusive, representative and developmentally appropriate curriculum and programming reflective of diverse groups;
- assist in determining strategies to engage students, parents and members of the community to more adequately reflect the diversity within schools; and
- assist the DSBN in reviewing the Equity Action Plan.

The first meeting of this newly formed committee took place on Wednesday, April 21st, 2021 and therefore a verbal report will be provided at the April 22nd meeting.

Mentally Healthy Conversations

The DSBN Equity team partnered with the DSBN Mental Health team to open the conversation around the intersecting connections between student and staff mental health, racial equity and anti-oppression. Topics covered included:

- Setting the conditions in schools for safe and brave conversations
- Why it is important to address and discuss race and racism
- Considerations for educators to ensure that the conversation is a mentally healthy one

- Recommendations for educators on how to make classrooms safe and brave spaces for students to learn about and acknowledge the realities of racism and discrimination

This professional development for all staff was offered February 23rd, 2021.

Culturally and Historically Responsive Literacy – Dr. Gholdy Muhammad

Dr. Muhammad will be leading elementary/secondary consultants, instructional coaches, multi-language resource teachers, system administrators and senior team through a transformative approach that honours and affirms student identities, experiences and excellence. In her #1 bestseller book *Cultivating Genius: An equity framework for culturally and historically responsive literacy*, Dr. Muhammad proposes a four-part equity framework for instruction including:

1. Identity development
2. Skill development
3. Intellectual development
4. Criticality
5. And the new addition of Joy, post publication

Collectively teaching these five goals or standards helps to cultivate students who are socio-conscious beings, who deeply have a strong sense of self and others, and who are academically successful.

This two-year project will involve an examination of learning materials, instructional practices and end in the creation of resources and lessons for elementary and secondary students.

Anti-Racist Educator PD and Series

Anti-Racist PD

For the months of March and April, a two-part PD series was provided on the topic of being an Anti-Racist Educator with Kattawe Henry, Human Rights and Anti-Racism Advisor at Brock University. She brings a background enriched with experiences and understanding of research and development, critical thought, and strong understanding of the importance of Human Rights and Equity work.

It is crucial to begin learning with the shared understanding of what is racism and what it means to be anti-racist so that educators can be co-conspirators in the healing and restoring process, to be in the practice of undoing and dismantling systems of oppression and centering the knowledge of racialized communities.

Anti-Racist Educator Series

This is a four-part after school learning series open to all staff in the DSBN. In these sessions, staff will dive deep into unlearning, grow in understanding of anti-oppression, learn how to engage and sustain in courageous conversations, and move into action toward racial equity and justice. This will be a space to engage in critical reflections, ask those burning questions, and move toward becoming an anti-racist educator. Leading the discussion is Kattawe Henry, Human Rights and Anti-Racism Advisor at Brock University. Over 100 DSBN staff participated in the first session of this evening series.

Student Voice and Action

DSBN is committed to listening to, elevating and honouring student voices. This year we had the opportunity to collaborate with different schools and departments to support this commitment through

Brave Spaces, a Calendar Project and the Faces of DSBN.

Brave Spaces

This is a space where racialized students can engage in courageous and critical conversations through shared personal experiences and perspectives, lean on one another for support and move their thinking into action to create transformative change within their schools and communities. Brave Space can look different in each school to adapt to the needs of the students. The Equity Team supports the school and students in setting up the membership, intent of the space, the norms for courageous conversations and determining the staff advisors.

2021 Calendar Project

In September, the DSBN Equity Team in collaboration with elementary and secondary teachers will launch a Days of Significance Interactive Calendar. This calendar will feature secondary student work, student voice as well as teacher input on resources they have used in their classrooms.

In the past, a document titled Days of Significance that highlighted the religious significant days as well as events that are significant and recognized by ethnocultural, racialized and LGBTQ+ communities was shared with schools and on the DSBN website.

The intent of the Days of Significance Interactive Calendar is to:

- promote culturally responsive teaching through linked literature and lessons surrounding the days of significance, celebratory recognition months and reflects the lived experiences and identities of students.
- nurture an inclusive learning environment promoting and celebrating the identities of students.
- promote social justice learning through carefully selected monthly themes to understand through an anti-bias, anti-racism and anti-oppression lens.

Faces of DSBN

Faces of DSBN is a campaign to showcase student contributions to making schools and communities better through activism, promoting change, building awareness and acts of kindness. We collaborated with the Student Senate, the Sir Winston Churchill Communications class, DSBN Communications and the IT Team. Student application submissions closed on the last day before April Break and we have several submissions. We look forward to sharing the showcase with you.

Recommended Motion

“That the report of the DSBN Equity Team dated April 22, 2021 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