

Annual Action Plan for Equity, Anti-Racism & Anti-Oppression

Department/Portfolio: Program Services

Senior Staff Lead(s): Renald Cousineau, Superintendent of Education; Amy Johnson - System Principal of Equity, Anti-Racism & Anti-Oppression

Growth Targets for 23/24:

To establish an 80% participation rate for our second RCDSB Staff Demographic Data Collection.

This indicator builds on the 62% rate of participation in our first (May 2022) Demographic Data Collection of RCDSB Staff. It is also in line with our target for the RCDSB Student Demographic Data Collection.

To provide opportunities for schools/the District to measure growth in the area of Equity, Anti-Racism & Anti-Oppression in a variety of ways.

This indicator will provide schools/The District information with which to create planning and next steps.

To ensure that RCDSB students see their culture and their identity reflected in the school/classrooms.

This indicator will be reported on from the 22/23 Equity, Anti-Racism & Anti-Oppression action plan.

To provide ongoing professional learning opportunities related to equity, anti-racism & anti-oppression as follows:

- professional development for all trustees, school administrators and centrally-assigned staff, as well as opportunities for other groups such as school and central staff; and,
- orientation training for all NTIP supported teachers.

This indicator ensures an ongoing prioritization of the professional learning of staff and trustees in the area of equity, anti-racism and anti-oppression.

Areas of Focus	Responsibility Centre(s)	Timelines	Resources Required	Notes
School & Classroom Practices				
<ul style="list-style-type: none"> Anti-Oppression Resource Review & Selection Guideline, K-12 	A. Johnson K. Recoskie S. Gagne P. Burnette T. Nelson	Library Audits (continued) (2022-2024)	RCDSB Resource Review & Selection Guidelines Ongoing PD for Staff	Guidelines are public; posted on RCDSB website. Library Audits are underway and will continue throughout 23/24; using the Guidelines as a key resource
<ul style="list-style-type: none"> School based reflections on Equity, Anti-Racism & Anti-Oppression 	A. Johnson & School admin/team	2023-2024	Release time for admin and/or staff	A variety of tools could be used.
<ul style="list-style-type: none"> RCDSB affinity groups 	Indigenous Ed team A. Johnson School admin	Began in 2022; on going	Support for school leaders and staff (educational resources on best practices for staff advisors)	Muslim Student Associations, Indigenous Student Leadership groups, other social justice clubs <i>*of note: with respect to any activities regarding</i>

				<i>Indigenous students, the Equity, Anti-Racism & Anti-Oppression department will act in support of the Indigenous Ed team.</i>
<ul style="list-style-type: none"> RCDSB PRIDE events 	<p>A. Johnson RCDSB Pride Committee</p>	<p>2nd Annual Staff Capacity Building Days</p> <p>2nd Annual GSA Leadership Forums</p> <p>3rd Annual RCDSB PRIDE Forums (June 2024)</p>	<p>Pride Planning Committee</p> <p>Teacher release, event planning</p>	
<ul style="list-style-type: none"> Secondary English Course Literature Review 	<p>A. Johnson K. Recoskie</p>	<p>2021-2024</p>	<p>On-going with support from Secondary Instructional Coaches</p>	
<ul style="list-style-type: none"> Elementary Grade 6 Social Studies Curriculum Revisions (Holocaust Education & Combating Anti-semitism) 	<p>S. Gagne A. Johnson</p>	<p>2023-2024</p>	<p>Lesson plan development with support from Literacy coaches</p>	<p>potential release for grade 6 teachers</p>

<ul style="list-style-type: none"> Equity, Anti-Racism & Anti-Oppression Embedded in School Planning 	A. Johnson	2023-2025	Support school leaders with school based Inquiry planning	On-Going
<ul style="list-style-type: none"> Gender Identity & Gender Expression Guideline, K-12 	A. Johnson, School admin	Guideline Implementation (2022-2024)	Ongoing PD for Staff	Guideline posted on RCDSB website. Implementation PD will take place throughout 2022-2024.
Leadership, Governance & Human Resources				
<ul style="list-style-type: none"> Staff Development on Human Rights & Equity, Anti-Racism & Anti-Oppression, annually 	Exec A. Johnson Chair of RCDSB	On-going annually	Outside speakers, experts	2023-2024: Continue to centre the Voices of Black, Indigenous, racialized and marginalized populations. Done in consultation with Exec for different employee groups
<ul style="list-style-type: none"> AP Development & Revision 	A. Johnson M. Caplan-Jamieson Exec	On-Going	APs looked at through a Human Rights & Equity lense	APRC New Guidelines (June 2023) to be used moving forward

	APR Committee			
<ul style="list-style-type: none"> Equity & Human Resources Orientation Training for all new employees 	J. Poirier A. Johnson NTIP Committee	2023-2025		New employees trained on Equity, Anti-Racism & Anti-Oppression
Data Collection, Integration & Reporting				
<ul style="list-style-type: none"> Increased strategies for measuring school/system growth 	A. Johnson & school admin	2023-2025	Tools are being explored to measure growth in schools/the District	Audit for District-wide barriers - approx. \$40,000 (Turner Consulting Group)
<ul style="list-style-type: none"> Collect RCDSB Staff Demographic Data 	A. Johnson School Administrators	Target: May 2024		Funding has previously come from the Ministry (In May of 2021, this data was collected by Forum Research)
<ul style="list-style-type: none"> Track and analyze suspension and expulsion data for acts of discrimination (eg: racism, sexism, homophobia) 	Information Technology A. Johnson	2023-2026	Software to collate suspension data with demographic data collection categories. Analysis will be in accordance with the	

			<i>Anti-Racism Data Standards of Ontario.</i>	
Organizational Culture Change				
Establish student advisory group from students who have been historically marginalized by the system	A. Johnson Secondary School Principals Exec	2023-2024	Leverage Student Voice for racialized and marginalized students in the secondary panel (structure & format TBD)	
Establish community outreach group from community partners who have historically been marginalized by the system	A. Johnson R. Cousineau Communications	2024-2026	Open Forum for Black, Indigenous, racialized and marginalized parents to tell us about their needs and perceptions of our system and how to improve it.	
Establish staff advisory group from staff who have historically been marginalized by the system	A. Johnson School Principals	2024-2026		