

## Progress Report on Equity, Diversity and Inclusion

SCDSB [Policy 3130 – Equity and Inclusive Education](#) and [Administrative Procedures Memorandum \(APM\) A7125 – Equity and Inclusive Education](#) outline the SCDSB’s commitment to ensuring equitable and inclusive learning and working environments that actively promote the principles of anti-racism, ethno-cultural equity and anti-discriminatory practices. The SCDSB acknowledges the existence of systemic oppression in society, and the importance of addressing it. We share responsibility in standing up against racism, hate and oppression of all kinds. One of the pillars of the SCDSB’s [Strategic Priorities](#) is Equity, Diversity and Inclusion.

As an education system, our focus continues to be educating our students and staff about the injustice and impact of systemic oppression, and on working to create and maintain safe spaces within our schools.

### The SCDSB is committed to research, education and support.

The following outlines some examples of our work in the areas of research, education and support:

Students		
Research	Education	Support
Student Census	Student learning sessions delivered by staff from the SCDSB Equity, Diversity and Inclusion (EDI) Department	Graduation Coaches for students who identify as Black, Indigenous and LGBTQ+
School Climate Survey		Gay Straight Alliance Student Groups
Student Trustee Equity Think Tank	Books studies	Black Student Association
Diversity, Inclusion & Belonging ThoughtExchange	Student Trustee Equity Think Tank	Equity Think Tank
	Student Senate learning series delivered by staff from the SCDSB EDI Department	Human Rights and Equity Advisor/Office

Staff		
Research	Education	Support
<p>Workforce Census</p> <p>Third Party Equity Audit</p> <p>Diversity, Inclusion &amp; Belonging ThoughtExchange</p>	<p>Formal professional development and Lunch and Learn sessions on a variety of topics including:</p> <ul style="list-style-type: none"> <li>- Creating a Gender Affirming Environment</li> <li>- Community Building</li> <li>- Responding to Hate and Bias</li> <li>- Introduction to Culturally Relevant and Responsive Pedagogy</li> <li>- Choosing Resources with Equity in Mind</li> </ul> <p>School leader's meetings focused on a variety of topics including:</p> <ul style="list-style-type: none"> <li>- Supporting Trans and Non-binary Students and Staff</li> <li>- Inclusive Language</li> <li>- Anti-Black Racism</li> <li>- Recognizing Bias and Privilege</li> <li>- Integrating Equity into Teaching and Learning</li> </ul> <p>Senior leaders professional development</p>	<p>Affinity Groups</p> <p>Human Rights and Equity Advisor/Office</p> <p>Racialized Leadership Program</p>

Parents/Guardians		
Research	Education	Support
<p>School Climate Survey</p> <p>Diversity, Inclusion &amp; Belonging ThoughtExchange</p>	<p>Unlearn Bias Series hosted by the Parent Involvement Committee (PIC)</p> <p>EDI Department presentations at PIC</p> <p>PFLAG "Still OUT Here" Conference</p>	<p>Equity Advisory Committee</p> <p>Human Rights and Equity Advisor/Office</p>



### **Partnerships**

Parents/guardians and community partners are crucial to SCDSB's commitment to EDI. The SCDSB has established partnerships with numerous organizations that provide education resources and training including:

- Uplift Black
- The National Council of Canadian Muslims
- The Gilbert Centre
- The Black Youth Helpline
- PFLAG Simcoe/Barrie



### **Equity Advisory Committee**

The SCDSB has established an Equity Advisory Committee comprised of parents/guardians, trustees, students, community partner organizations, and board staff. EAC committee members reflect Simcoe County's diverse communities. EAC members serve in an advisory capacity in partnership with the SCDSB on the review, development, implementation, and monitoring of initiatives related to equity, inclusion and diversity which support members of the SCDSB community and encourage equitable outcomes, sense of belonging, student achievement and well-being.



### **Human Rights and Equity Office**

In the fall of 2022, the SCDSB hired a Human Rights and Equity Advisor and established a Human Rights and Equity Office (HREO). The HREO provides a safe and confidential space to identify matters related to discrimination, harassment and human rights violations. The goal of the HREO is to support and maintain safe, caring and inclusive learning and working environment by promoting and protecting the human rights of SCDSB students, families, staff and communities.



### **Graduation Coaches**

Currently the SCDSB employs two graduation coaches for Black students and three graduation coaches for Indigenous students. All graduation coaches have lived experiences and provide support to students and their families, with the goal of helping each student achieve credits, graduate and successfully transition into their chosen post-secondary pathway. The SCDSB is currently in the process of hiring additional graduation coaches to support LGBTQIA+ and Black students.