



To Committee of the Whole on 02 April 2024

Report 24-040 Progress Update on the 2020 - 2023 Roadmap as it informs the 2024 - 2028 Roadmap

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PURPOSE:

1. The purpose of this report is to provide Director's Executive Council a status update on the 2020-2023 Indigenous, Equity and Human Rights Roadmap and areas of focus for development of the 2024-2028 Roadmap.

STRATEGIC LINKS:

2. The Roadmap is an action plan of the [OCDSB's Strategic Plan](#)'s learning, well-being and social responsibility priorities. It provides an action plan for OCDSB employees to identify and implement discrimination free, accessible, equitable and inclusive practices to address systemic barriers that negatively impact the well-being of underserved students, staff and families. To this end, the Roadmap is developed and released one year after the Strategic Plan to strengthen this alignment.

The Roadmap is also grounded by the following legislations:

[Canadian Charter of Rights and Freedom](#), [Ontario Human Rights Code](#), [Ontario Anti-Racism Act](#), [Ontario Education Act](#), and the [Accessibility for Ontarians with Disabilities Act](#).

CONTEXT:

3. Educational systems were not created with the intention to serve the full diversity of students, staff and families such as those within the OCDSB community. This finding was confirmed within the OCDSB with the release of its 2019 *Valuing Voices Student Survey* reports that shared levels of the disparity and disproportionality in suspension rates, engagement, achievement and belonging for students who are multilingual learners and those who identify as members of Indigenous, Black, Middle Eastern, 2SLGBTQ+ and neurodiverse communities.

Update on 2020 - 2023 Roadmap:

Since 2020, OCDSB schools and departments have expanded or accelerated inclusive design and/or culturally relevant and responsive structures, policies and practices in one or more of the following six focus areas outlined in the *2020-2023 Indigenous, Human Rights and Equity Roadmap*:

- Securing Accountability;
- Importance of Identity;
- Building Staff Awareness and Capacity;
- Increasing Representation;
- Programming and Supports for Students; and
- Engagement and Connectedness.

These focus areas centered the diversity of students to better understand their lived experiences with access, opportunity and outcomes in order to strengthen and transform the foundation for equitable and inclusive practices within the OCDSB.

The Roadtrip presentation in November 2022 provided schools and departments the opportunity to share the work and their experiences as they connect to the Roadmap. Roadtrip presentations signaled changes in practice and shifts in culture to build staff awareness and capacity, emphasize the importance of identity and support student, family and community engagement.

Appendix A: 2020-2023 Roadmap Progress Tracker provides a status update on the 2020-2023 Roadmap milestones.

Appendix B: 2020-2023 Roadmap Key Indicators highlights key initiatives to support the milestones outlined in 2020-2023 Roadmap.

KEY CONSIDERATIONS:

Some of the key considerations in developing the 2024-2028 Roadmap:

- **Driven by OCDSB research findings:**
 - to decrease disparities and disproportionate access, opportunities and outcomes:
 - focus on individual, instructional and organizational practices to lower rates of suspensions and streamed student pathways (elementary and secondary), improve sense of engagement and belonging and increase graduation rates for students; and
 - lower rates of staff members who experience racism, stereotyping harassment or discrimination in the workplace.

- **Continue with:**
 - the six focus areas to conduct comparative analysis regarding shifts in narratives, disparities and outcomes; and
 - centering the voices and lived experiences of students, staff and families who have been underserved within the OCDSB.
- **Strengthen:**
 - focus on accessibility, intersectionality of identities and intentional inclusion of adult learners, staff and families, inclusion of Jewish identities;
 - alignment of mental health support for students who have been underserved; and
 - improved communication on the milestones.

Key challenges to be mindful of as the Roadmap develops:

- rise of discrimination since 2020; and
- increased visible resistance to equity during heightened unpredictability and volatility globally, nationally and locally.

RESOURCE IMPLICATIONS:

4. Financial resources will be required for promotional materials.

COMMUNICATION/CONSULTATION ISSUES:

5. Communication with various stakeholders will be as follows:
 - Report of 2020-2023 Roadmap Report to trustees, staff, student leaders, and the OCDSB website for community (families and community partners)

Feedback sessions to inform the 2024-2028 Roadmap are underway with the following stakeholders:

- Student Leaders;
- Advisory Committees;
- Employee Groups; and
- Community Partners.

Stakeholders will be asked to share their feedback and input into the following question, **“What is your best advice for moving forward with the Roadmap to transform cultures for students, staff and families?”**

Additional opportunities for feedback from parents/guardians, students and staff through an electronic feedback form and/or email address.

As the action plan towards realizing the commitments of the 2023-2027 OCDSB Strategic Plan, the 2024-2028 Roadmap is informed by the consultations held in the development of the Strategic Plan. Other processes and reports informing the development of the 2024-2028 Roadmap include:

- Consultations around the development and revision of policies such as the [Human Rights Policy](#) and the Equitable Hiring Policy;
- [Human Rights and Equity Annual Report](#);
- [2019-2020 Valuing Voices - Identity Matters Student Survey](#);
- [2022 School Climate Survey](#); and
- [2024 Valuing Voices - Identity Matter Student Survey](#).

GUIDING QUESTIONS:

6. The following questions are provided to support the discussion of this item by the Committee:
- How do the progress tracker and key indicators help to inform our next steps as a District?
 - How can we ensure that the learning and well-being priorities of underserved students are clearly articulated in the 2024-2028 Roadmap?

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APPENDICES

- Appendix A 2020-2023 Roadmap Progress Tracker
Appendix B 2020-2023 Roadmap Key Indicators