



# Indigenous, Equity and Human Rights Roadmap Tracker



**Eliminating Barriers to Success**

2020-2023

# Indigenous, Equity and Human Rights Roadmap 2020-2023 Tracker

## SIX KEY AREAS

Securing Accountability

Importance of Identity

Building Staff Awareness and Capacity

Increasing Representation

Programming and Supports for Students

Engagement and Connectedness

# Securing Accountability

## Goal:

To centre Indigenous and human rights, anti-oppression and equity in OCDSB's governance and leadership structures, policies, and practices and in all decision-making.

## Key Indicators:

- Number of structures, policies and practices developed or revised to centre human rights and equity
- Number of accountability mechanisms introduced and operating to collect, analyze and report on professional development, performance and service delivery from a human rights and equity

2020-21 STRATEGIC ACTION	Safe Schools Policy and Procedure revised	✓
	Review of police involvement with schools	✓
	Establish Indigenous, Equity and Human Rights Division	✓
2021-22 STRATEGIC ACTION	Create Annual Equity Accountability Report	50%
	Establish equity goals in Board and School Improvement Plans	✓
	Establish and implement annual orientation for trustees	✓
	Develop Human Rights Policy and Procedure	✓
	Develop Gender Identity, Gender Expression and Sexual Orientation Policy and /or Procedure	✓
	Develop and implement multi-year plan for compliance with the Accessibility for Ontarians with Disabilities Act (AODA)	✓
	Advisory Committee/Council Review completed	✓
	Student Equity Advisory Committee established	0%
2022-23 STRATEGIC ACTION	Identify policies and procedures requiring updating/revision to address disproportionate access, opportunities, representation, outcomes, and experiences of Indigenous, Black and minoritized groups	60%
	Revise performance appraisals for principals, supervisory officers, the Associate Director and Director to include accountability for goals, actions and outcomes identified in the Roadmap 2020-2023	✓
	Establish Indigenous Student Trustee position	✓

# Importance of Identity

## Goal:

To identify and disrupt systemic and structural barriers to address disproportionate access, opportunities and outcomes for students and staff who identify as Indigenous, Black and minoritized

## Key Indicators:

- Decrease over-representation of Indigenous, Black and minoritized students in suspension, expulsion, exclusion and police engagement
- Decrease disproportionate representation of Indigenous, Black and minoritized students in graduation rates, programs and pathways
- Increase sense of belonging for Indigenous, Black and minoritized students and staff

2020-21 STRATEGIC ACTION	Establish cyclical and continuous collection of identity-based and self-identification data for students who identify as Indigenous, Black and minoritized	✓
	Interpret Valuing Voices: Identity Matters! data and set priorities for analysis	✓
	Establish disaggregated baseline data from Valuing Voices: Identity Matters! on graduation rates, suspension and expulsion rates and student pathways	✓
	Develop and administer Staff Engagement Survey	✓
2021-22 STRATEGIC ACTION	Develop protocols and guidelines for Indigenous cultural and spiritual practices for schools/district	40%
	Establish OCAP reciprocal data sharing agreement with Indigenous community partners	20%
2022-23 STRATEGIC ACTION	Expand Indigenous cultural spaces into all District geographical areas	60%

# Build Staff Awareness and Capacity

## Goal:

To increase the capacity of staff to understand and apply anti-racist and equitable practices that decrease disparities and disproportionalities in access, opportunities and outcomes for Indigenous, Black and minoritized students and staff

## Key Indicators:

- Number of professional learning series developed and launched, with accompanying resources and support, on Indigenous knowledge, anti-racism, anti-oppression and human rights
- Percentage of staff who have completed a professional learning series on Indigenous knowledge, anti-racism, anti-oppression and human rights

2020-21 STRATEGIC ACTION	District is engaged with "critical friends" for ongoing professional development	✓
	Develop and implement mandatory on-line training modules for new staff on Diversity and Inclusion Fundamentals and Unconscious Bias	✓
	Develop timelines and begin implementation for engaging central and district staff in foundational cultural competency training (including anti-racism and anti-oppression)	✓
2021-22 STRATEGIC ACTION	Develop training modules on Indigenous Knowledge and rights, anti-racism, anti-oppression, and human rights	✓
	All staff have engaged in mandatory on-line training modules on Diversity and Inclusion Fundamentals and Unconscious Bias	✓
	Develop annual capacity building series and multimedia campaign on Indigenous Education, Equity and Human Rights	✓
	Implement foundational cultural competency training	✓
2022-23 STRATEGIC ACTION	Develop and implement District Tracking System for professional learning	20%
	Engage system staff in foundational cultural competency training (including anti-racism and anti-oppression)	✓







# Increasing Representation

## Goal:

To increase representation of Indigenous, Black and minoritized individuals including 2SLGBTQ+ and those living with a disability, in: governance and leadership; staff recruitment, selection and promotion, and student voice.

## Key Indicators:

- Number of policies and practices implemented to increase the number of Indigenous, Black and minoritized staff hired, retained and promoted
- Increased number of Indigenous, Black and minoritized staff hired, retained and promoted
- Number of representative roles, networks and councils established and institutionalized to represent Indigenous, Black and minoritized students, staff, and communities

<b>2020-21</b> STRATEGIC ACTION	Establish and support staff affiliate networks	
<b>2021-22</b> STRATEGIC ACTION	Initiate Employee Systems Review Develop, implement and support Leadership Development Plan for Indigenous, Black and minoritized leaders Establish and implement Equitable Recruitment Strategy Establish Elder in Residence Program Establish Indigenous Education Representative in all school sites Expand and establish student leadership councils Expand Indigenous Education team	50%   20%  60% 
<b>2022-23</b> STRATEGIC ACTION	Establish Indigenous Student Trustee position	

# Programming and Supports for Students

## Goal:

To increase representation of Indigenous, Black and minoritized students in curriculum, courses, programs and pathways

## Key Indicators:

- Number of courses developed or redesigned to include and represent Indigenous, Black and minoritized histories, perspectives and ways of knowing in content and delivery
- Increase percentage of Indigenous, Black and minoritized students who report seeing themselves reflected positively in the curriculum
- Decrease disproportionate representation of Indigenous, Black and minoritized students in programs and pathways

2020-21 STRATEGIC ACTION	Establish Indigenous Graduation Coach to support student success	✓
	Establish Graduation Coach for Black Students	✓
	Establish compulsory Grade 11 English: Understanding Contemporary First Nations, Metis and Inuit Voices in all pathways in 15 secondary schools	✓
	Establish InSTEM program in one secondary school	✓
	Partner with OCSB and OCT in joint support for Uquasilirijiit Elders Circle for Inuktitut language teacher accreditation	✓

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# Programming and Supports for Students (continued)

2021-22 STRATEGIC ACTION	Redesign Social Studies, History and Geography, Grade 9-12 English curricula to include Indigenous, Black and minoritized, and 2SLGBTQ+ histories, contemporary contributions and perspectives	40%
	Review and modernize supports for English Literacy Development (ELD) program	✓
	Establish compulsory Grade 11 English: Understanding Contemporary First Nations, Metis and Inuit Voices in all secondary schools	✓
	Black Studies course developed and piloted in two secondary sites	✓
	Develop District criteria to guide selection of culturally relevant and responsive education resources	✓
	Establish Rainbow Bridges Program to support 2SLGBTQ+ students transitioning to secondary in three secondary and feeder schools	✓
	Ensure all students have access to technology for learning	✓
	Pilot destreaming grades 9 and 10 in select secondary schools (English and Math)	✓
	Initiate Student Achievement Through Equity Inquiry (SATE) for 11 schools	✓
	Expand InSTEM program (completed on the land)	✓
	Expand math/beading partnerships	✓
	Establish Indigenous language credit course	80%
2022-23 STRATEGIC ACTION	Pilot gender inclusive physical education classes in two secondary sites	✓
	Expand Black studies course and Rainbow Bridges programs	✓
	Pilot Inuktitut Core Languages program at R.E. Wilson Public School	20%
	Establish annual SATE report	✓
	Anishinaabek/Algonquin Elders Circle is established for language speakers accreditation through Ontario College of Teachers	20%



# Engagement and Connectedness

## Goal:

To build and strengthen collaborative relationships with Indigenous, Black and minoritized students, parents and staff to create a community of belonging, promote excellence and inform actions to eliminate disparities and disproportionalities in service delivery

## Key Indicators:

- Increase number of partnerships established and maintained with Indigenous, Black and minoritized communities
- Increase number of youth forums established and maintained with Indigenous, Black and minoritized youth
- Increase percentage of Indigenous, Black and minoritized students reporting a sense of belonging at school

2020-21 STRATEGIC ACTION	Establish Community Engagement Coordinator	✓
	Establish formal partnerships with Wabano and Inuuqatgiit	✓
2021-22 STRATEGIC ACTION	Support for Indigenous community gatherings in schools	✓
	Co-develop and implement Strategy for Community and Parental Engagement and Communication	✓
	Develop and implement anti-racism, anti-Islamophobia, anti-transphobia and anti-homophobia communication campaign	✓
	Establish annual network events to include Indigenous knowledge, equity and human rights themes	✓
	Establish and implement Youth Leading Youth workshops (digital and face to face) led by students from equity seeking groups	✓
	Expand annual Indigenous Youth, Black Student and Rainbow Forums to include school based youth digital networking groups	✓
2022-23 STRATEGIC ACTION	Establish annual conference for girls	20%
	Provide measurement of progress on Community Partnership, Parental Engagement and Communications Strategy	✓
	Measure progress on establishing and developing Community Partnerships/Relationships	✓

\*Tracker Updated as of 01 March 2024