



**COMMITTEE OF THE WHOLE (PUBLIC)**  
**Report 24-087**

**04 June 2024**

**Indigenous, Equity and Human Rights Roadmap - Renewed for  
2024-2028 School Years**

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**PURPOSE:**

1. To provide an update on the status of the renewed roadmap for Indigenous, Equity and Human Rights for the 2024-2028 school years.

**STRATEGIC LINKS:**

2. The roadmap aligns with [OCDSB's Strategic Plan](#)'s learning, well-being and social responsibility priorities. It provides direction for OCDSB employees, departments and schools to identify and implement accessible, diverse, equitable and inclusive practices, free of discrimination, to address systemic barriers that negatively impact the well-being of underserved students, staff and families.

The roadmap is also grounded in 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 initially created with the intention to serve the diverse array of students, staff and families such as those within the OCDSB community. The District's 2019 *Valuing Voices Student Survey* reports levels of 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.

The 2024-2028 Roadmap will seek to continue to address the necessary systemic shifts needed to reduce and eliminate disparities for students and staff who identify as members of underserved communities. A deep analysis of the qualitative and quantitative data available have helped to identify the systemic

structures that need to be reimagined to remove barriers that have resulted in disparities. This analysis took place in three parts: data analysis, systemic analysis and transformational analysis to best understand the current needs of the district and the necessary work required to create transformational change.

The compass destinations added to the roadmap will serve to focus the work of all employees in the District, individually and collectively, through the implementation of accessible, diverse, equitable and inclusive practices that are discrimination free in order to address systemic barriers that negatively impact the well-being of underserved students, staff and families.

## **KEY CONSIDERATIONS:**

4. Driven by the District's findings, key considerations in the development of the 2024-2028 Roadmap include:
  - **Need 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 incidences of racism, stereotyping, harassment or discrimination experienced by members of staff 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 and Arab identities;
    - alignment of mental health support for students who have been underserved; and
    - improved communication on the compass directions.

Key challenges to be mindful of as the renewed roadmap develops, include: a significant rise of discrimination since 2020; and, an increased visible resistance to equity during heightened unpredictability and volatility globally and locally.

The 2024-2028 Roadmap will be a flexible, responsive and living document that seeks to build upon the foundational equity work accomplished during the 2020-2023 Roadmap. It begins with an invitation expressed in the form of an 'I AM' poem to invite everyone in the district to explore who we are being called to

be or become as individuals, as an organization, as instructional leaders in order to support students, staff and community partners. There is a brief overview of some of the notable accomplishments made during the 2020-2023 Roadmap which lay the foundation for the renewed version.

The document follows a similar structure to the 2020-2023 Roadmap with six key areas identified: securing accountability; importance of identity; building staff awareness and capacity; increasing representation; programming and supports for students; and, engagement and connectedness. Each of the six key focus areas is broken down in the following ways:

- **Goal:** The goals identify current systemic barriers that impact access, opportunity and outcome for OCDSB students, families and staff.
- **Narrative Context:** This narrative is the story told about the barriers and their impact on students, families and staff. The context includes qualitative and quantitative data to support the goal and identified priorities.
- **Compass Direction:** This sets out the direction for change guided by the goals and actioned by the roadmap markers.
- **Roadmap Markers:** They are used to identify changes and/or practices that have been chosen to cause a shift in access, opportunity and outcomes.
- **Key Indicators:** The key indicators provide areas that will be tracked or evaluated to show movement in achieving our goals.

## RESOURCE IMPLICATIONS:

5. The financial implications of the renewed roadmap will be considered as part of the operational expenses across a number of departments/portfolios, as required, through the duration of the 2024-2028 school years.

## COMMUNICATION/CONSULTATION ISSUES:

6. Communication with various stakeholders will include:
  - an introduction to managers and system leaders during Launch Day on 27 August 2024;
  - an enhancement with the data from the *Valuing Voices Identity Matters Student Survey* of Spring 2024 when the data becomes available in late fall of 2024; and
  - a monitor of progress through the compass destinations outlined, using a variety of tools and data sets which will allow for opportunities to make adjustments to the necessary steps and communicate back to stakeholders

As the action plan towards realizing the commitments of the 2023-2027 OCDSB Strategic Plan, the renewed roadmap is informed by the consultations held in the development of the Strategic Plan. Feedback sessions were held with various stakeholders including: student leaders; advisory committees; employee groups;

community partners; and trustees. Other processes and reports informing the development of the 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
- [2019-2023 Strategic Plan Report](#).

In response to the need to be more responsive and communicative of the progress made toward the compass destinations set out in the roadmap, there will be a section built into the document to provide a continuum of measurement toward each individual action over the span of the roadmap. It is important to note that progress toward each compass destination is unique and therefore, rather than set out annual goals, the roadmap sets out goals to be completed over the span of the roadmap. Through regular monitoring of the compass destinations, using qualitative and/or quantitative data, and in response to the lived realities of the world and within our District, the roadmap will provide opportunities to make the necessary adjustments much like a living document.

## **GUIDING QUESTIONS:**

7. The following questions are provided to support the discussion of this item by the Committee:
  - How are all identities included in the draft 2024-2028 Roadmap?
  - How do the compass directions outlined in the 2024-2028 Roadmap seek to address disparities for underserved communities in all areas within the OCDSB?
  - How can the 2024-2028 Roadmap be used as a decision-making tool?

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Pino Buffone  
Director of Education and  
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## **APPENDICES**

Appendix A **Draft 2024-2028 Roadmap**