

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

Madame Chair, Madame Director, trustees.

I am here to express the 613-819 Black Hub's concern with the Indigenous, Equity and Human Rights Roadmap 2020-2023 and to state our intention to seek full involvement in its implementation to ensure the needs of Black students are met.

Our main concern with Roadmap is evident from the title which doesn't explicitly mention Black students like it rightly does Indigenous students, even though Black students are a larger percentage of Board students. The Roadmap would have us rest assured that, although anti-Black racism is only mentioned six times in the draft the board shared this past June, with two of those mentions being in the footnotes and glossary, the concerns of Black students will be fully addressed under the umbrella of equity and human rights. We are not assured.

Despite the good intentions of many multiculturalism, equity, human rights and diversity and inclusion initiatives, almost all of them have not served Black students well.

To give credit where credit is due, we are pleased to see anti-Black racism specifically included under:

- **Securing Accountability, Governance and Leadership**, where the board commits to developing human rights policies and procedures to address it; and
- under **Building Staff Awareness and Capacity**, where the board commits to including anti-Black racism in annual capacity building series and multimedia campaigns; and
- under **Engagement and Connectedness**, where the Board commits to including it in an annual multimedia speakers series for students, staff, parents/guardians, community.

These are all good broad goals, however, to ensure they lead to real change, we call on the Board to do two things:

1. Create a Black Education Learning Team like the Indigenous Education Learning Team
2. Commit to having the Black Education Team work in collaboration with Black communities on all aspects of implementing the Roadmap.

Thank you.