

# Equity and Inclusive Education

CSPA – Nov. 23, 2011



# Learning Goals



**By the end of this presentation you will:**

- **better understand the Ministry Equity and Inclusive Education Policy**
- **better understand the OCSB approach to equity and inclusive education**

**What does Equity  
and Inclusive  
Education mean to  
you?**

**Your Turn**



# 1 Minute Timer

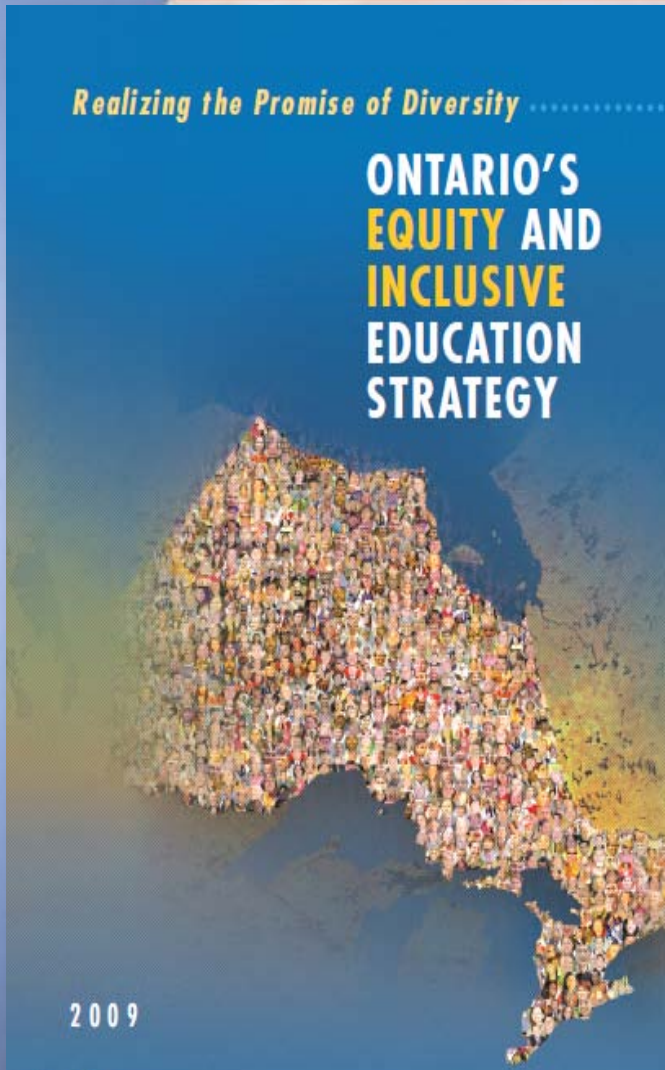


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# Background Information



- Introduced in 2008
- Presentations to all schools/councils in 2009
- Now in Year 4 of the strategy



# Background Information

## WHAT IS...

**DIVERSITY:** The presence of a wide range of human qualities and attributes within a group, organization or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation and socio-economic status.

**EQUITY:** A condition or state of fair, inclusive and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

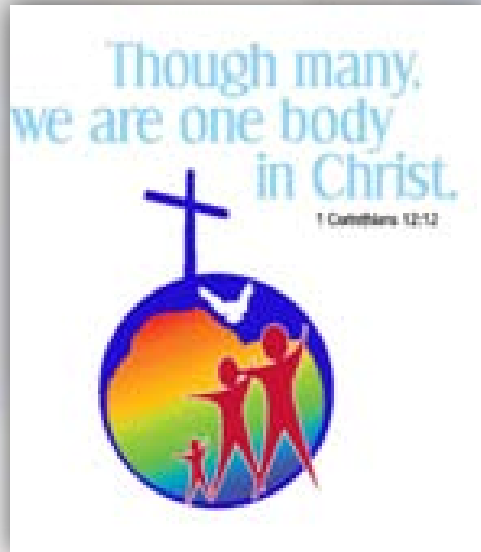
**INCLUSIVE EDUCATION:** Education that is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings and the broader environment, in which diversity is honoured and all individuals are respected.



**Culture, Ancestry  
Ethnicity, Gender,  
Language,  
Physical or  
Intellectual ability,  
Race, Religion,  
Sex, Sexual  
Orientation,  
Socio-Economic  
Status**



# Board Theme





# Background Information

- Equity and Inclusive Education Policy passed on April 27, 2010 ([click here to read the policy](#))
- The Board has an Equity and Inclusive Education Committee
  - Provides training opportunities (staff/students)
  - Monitors implementation (as per guidelines)
  - Looks to embed principles of Equity and Inclusive Education in all that we do





# Teachings of the Church

- Sexuality is one small part of the policy
- Our goal is to create a safe and caring learning environment where all students feel welcome
- We teach compassion and understanding of same-sex orientation – Pastoral Care - dignity of the human person
- We do not believe that the scripture is used to marginalize others but rather that all are welcome in the reign of God
- We do not use the teachings of the Church as condemnation of any students in our schools

Though many,  
we are one body  
in Christ.

1 Corinthians 12:12





# Support for Students

- Opportunities for students to come together on any issue related to engagement in school - feelings of belonging and safety
- Chaplaincy Leaders in our schools – provide support and safe places for dialogue
- Guidance Councillors / Caring Adults – provide similar support
- Participation in Student Voice projects





# Support for Students

- Anti-Bullying Programs – clubs, student councils, healthy relationship clubs, hope clubs, violence prevention clubs, diversity clubs, etc.
- Each school has a bullying prevention plan and an equity and inclusive education plan that helps them focus resources and training for all students
- Healthy Relationships is a component of our Religion and Family Life curriculum – a focus on dignity of all
- There is no “magic” solution that will work for all schools or for all students – we continue to offer differentiated supports to try and meet the uniqueness of each individual



# Examples of Support

- Peace Conference and Peace Festival for students
- School based training (Red Cross Beyond the Hurt, Take Action Training, many school based bullying prevention programs)
- COPA training for teachers (Allies in Action, Power of Change)
- Restorative Justice Training
- Equity and Inclusive Education Ministry Training sessions
- Ontario Human Rights Training
- Safe@School online training
- Safe schools training kits sent to each school
- Tools for Tolerance Cultural Proficiency training for Leaders
- Tools for Tolerance Bullying Prevention training



# Examples of Support

- Support and training as part of the Catholic Consortium
- Leader participation in the QUEST Conference (Equity / Inclusive Education and Wellness focus)
- School specific events – Day of Awareness, Mawi Asgedom Mental Karate, Evening of Inspiration, Cultural Event Showcases, etc.
- Peer Assistance Camps, School Leadership Camps
- Suicide Intervention training (ASSIST program)
- CSPA symposiums
- OESC training sessions (Ontario Educational Services Corporation)
- Aboriginal conferences
- **We may never reach the point of “enough support”, but we’ll try**



# Targeted Interventions

- Each school is different
- School climate survey completed every two years
- Targeted interventions and strategies based on data from school climate survey, bullying reports, suspension data
- Student focus groups – Last year's H.S. co-presidents identified the following as the top three areas of discrimination in their schools (varied by school):
  1. physical appearance
  2. income level
  3. race/ethnicity



# Sample School Plan

## *Holy Trinity Catholic High School*

### Safe and Inclusive Schools

Together we can create safe, inclusive, and caring learning environments based on the Gospel values of:

Love  
Community  
Dignity of Persons  
Stewardship of Creation  
Justice  
Excellence  
Faith  
Hope

*Equity and Inclusive Education Plan  
2010-2011*

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# Moving Beyond The Policy

***The Board is committed to the life and mission of the Church by providing a learning environment in which all individuals are treated with respect and dignity, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or disability, in accordance with the Ontario Human Rights Code and Ministry policy***

Our goal is to move beyond the policy and apply an equity and inclusive education lens to all that we do.