

# Deepening the Understanding... Widening the Response

## Equity and Inclusive Education Part II

*Deepening the Understanding...Widening the Response* is a symposium held over two days which will bring together school board members, senior board staff, community leaders, parent group representatives and students to hear speakers and participate in workshops. This symposium is intended to promote the flow of ideas, share good practice and make new connections to assist in the implementation of the Equity and Inclusive Education Strategy and the supporting policy and procedures required to be in place in all publicly funded boards in Ontario.



January 26 & 27, 2011

**Toronto**

Sheraton Centre Hotel  
123 Queen Street West

## Wednesday, January 26

5:30 – 8:00 pm	<b>REGISTRATION</b>	Dominion Foyer
7:00 – 7:15 pm	<b>WELCOME AND OPENING REMARKS</b> <b>DAVID WALPOLE</b> , OESC Project Lead Equity and Inclusive Education Project	Dominion Ballroom
	<i>Simultaneous French &amp; ASL Interpretation during all Keynote &amp; Plenary Sessions</i>	
7:15 – 7:30 pm	<b>OPENING KEYNOTES</b> The Honourable <b>LEONA DOMBROWSKY</b> , Minister of Education	
7:30 – 8:00 pm	<b>BARBARA HALL</b> , Chief Commissioner, Ontario Human Rights Commission The Ontario Human Rights Commission (OHRC) is working with school boards to effectively implement the Ministry of Education’s Equity Strategy and to enhance human rights practices. Chief Commissioner Hall will talk about positive human rights change within Ontario’s education sector, and some of the work the OHRC is doing towards this. Examples include a guide for reviewing school board policies, an e-learning module for educators and a policy on human rights and student discipline. She will also highlight the important roles that parents, guardians and community organizations play in working with school boards and other stakeholders to achieve equity for all students.	
8:00 – 9:00 pm	<b>PLENARY SESSION</b> <b>BUILDING A CULTURE OF INCLUSIVE AND CARING SCHOOLS</b> <b>MERRILL MATHEWS</b> , Principal, New Central Public School, Halton DSB <b>MICHELLE PROBIZANSKI</b> , Principal, McKellar Park Public School, Lakehead DSB <b>MARTHA WOOD</b> , Principal, Stephen Lewis Secondary School, Peel DSB Three practicing principals will provide perspective by sharing their experiences in recognizing, understanding and accommodating the diverse needs of their school communities to ensure that both parents and students feel welcome, included and respected. Each will share their vision and strategy implemented to ensure successful outcomes for all. Following the presentation by the Panel, time will be allocated for a Q and A.	
9:00 – 10:30 pm	<b>OPENING RECEPTION</b>	Dominion Foyer

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## Thursday, January 27

7:30 – 8:30 am	<b>REGISTRATION CONTINUES</b> <b>CONTINENTAL BREAKFAST</b>	Dominion Foyer Dominion Ballroom
8:30 – 10:30 am	<b>PUTTING IT ALL TOGETHER – DEEPENING THE CULTURE OF INCLUSION AND CARING</b> <b>GARRY CAMPBELL</b> , Education Consultant Research has compelling data to support the need for a positive school climate to facilitate and enhance student success in school and life. Elements of a healthy school include the welcoming and inclusiveness of all students and their families, consistent demonstrations of character attributes in personal interactions and decision making, evidence of respectful and supportive interventions when inappropriate behaviours occur and active restorative practices to repair relationships when damage is done. A framework highlighting each of these elements and how they readily integrate the recent initiatives of the Ministry of Education will be central to the presentation.	
	<b>PANEL DISCUSSION TO FOLLOW</b>	

## PANEL DISCUSSION

**GARRY CAMPBELL**, Education Consultant

**LISA EWANCHUK**, Principal of Aboriginal Education, Simcoe County DSB

**MARIO LAJOIE**, Directeur exécutif, Planification, imputabilité et concertation stratégique, Conseil des écoles catholiques du Centre-Est

**KIRK MARK**, Co-ordinator, Race & Ethnic Relations and Multiculturalism, Toronto Catholic DSB

Mr. Campbell will provide the context for an examination of the issues which school boards and schools are dealing with to ensure that the Strategy is implemented fully and effectively, and the panel members will focus on areas that they have identified as key areas for examination, planning and response, and share their experiences.

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10:30 – 10:45 am	<b>NETWORKING BREAK</b>	Dominion Foyer
10:45 – 11:45 am	<b>SERIES A WORKSHOPS</b>	Mezzanine Level
Conference B	<b>CREATING INCLUSIVE ENVIRONMENTS-- PEEL'S JOURNEY</b> <b>MARY SAMUEL</b> , Staff Development Officer-Equity, Peel District School Board In 2000, Peel board released two documents - Manifesting Encouraging and Respectful Environments and The Future We Want: Building an Inclusive Curriculum. These documents formed the foundation and the formal beginning of Peel's journey towards achieving equity for students and staff. Come explore how these documents have evolved to stimulate lessons, programs and professional learning that challenge students and staff to think critically about social justice issues. With the release of the Equity and Inclusive Education Strategy all boards have been asked to be accountable and transparent about the work we do to create inclusive environments, so the presentation will offer some insights into Peel's journey for 2010-2011.	
Conference C <i>Simultaneous French Translation</i>	<b>HUMAN RIGHTS AND STUDENT DISCIPLINE</b> <b>DR. SHAHEEN AZMI</b> , Director (Acting), and <b>EVADNE MACEDO</b> , Senior Policy Analyst, Policy, Education, Monitoring and Outreach Branch, Ontario Human Rights Commission Under the Equity Strategy and the Ontario <i>Human Rights Code</i> , school boards are expected to prevent and address discrimination. They must also review policies to identify and eliminate barriers to equity and inclusion. One key area for review is student discipline - which has long been an area of concern for the human rights of students with disabilities and racialized students. This session will offer details about the current work the Ontario Human Rights Commission is doing to create a policy on human rights and student discipline. This policy will describe the systemic human rights concerns and explain the human rights principles that apply to student discipline. This session aims to build awareness so school boards and communities can effectively work together to keep schools safe and inclusive. Participants will also have an opportunity to give feedback to OHRC staff to consider before they finalize the policy.	
Conference D/E	<b>BUILDING INCLUSIVE SCHOOLS</b> <b>CHRIS D'SOUZA</b> , Course Director, Faculty of Education, York University This interactive workshop will build on Chris's keynote lecture delivered at the June symposium. An in depth examination of "Intersectionality" will be the focus and numerous case studies will be provided to demonstrate how trustees, administrators and educators can continue to build on good current practices to make them more inclusive. Other factors impacting school boards such as immigration trends and poverty will be explored as well as closing the achievement gap by creating inclusive curriculum.	

Conference F

## **SAFE@SCHOOL: EQUITY AND INCLUSIVE EDUCATION**

**LISA WEINTRAUB**, Associate Director and **CHARLINE ROWAN**, Training Director, Centre ontarien de prévention des agressions

Participants in this session will learn about the innovative province-wide teacher-focused initiative created by the Ontario Teachers' Federation and the Centre ontarien de prévention des agressions (COPA): Safe@School (subsidized over four years by the Ministry of Education). Find out more about COPA's unique approach of working through the Ontario Teachers' Federation to engage schools in reflection and dialogue, and learn more about positive social change and advocacy.

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11:45 – 1:30 pm

**LUNCHEON**

Dominion Ballroom

*Simultaneous*

*French Translation*

### **GUEST SPEAKER**

**DAVID PIHACH**, Administrator of Student Success, Niagara Catholic District School Board  
David is honoured to speak to the formidable group of individuals attending this symposium. He looks forward to sharing his story on being a Catholic educator and the parent of a gay child that attended and graduated from Denis Morris Catholic High School in St. Catharines. David calls his presentation, "Michael's Story". A very insightful and heart wrenching story that has implications for all educators committed to ensuring that our school communities are safe, caring and inclusive.

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1:30 – 2:30 pm

**SERIES B WORKSHOPS**

Mezzanine Level

Conference B

### **COMPETING HUMAN RIGHTS CLAIMS IN THE EDUCATION SECTOR**

**DR. SHAHEEN AZMI**, Director (Acting), and **EVADNE MACEDO**, Senior Policy Analyst, Policy, Education, Monitoring and Outreach Branch, Ontario Human Rights Commission  
Competing human rights claims are difficult scenarios where the human rights claims of one party come into direct conflict with the claims of another. This is happening more and more often in many settings, including education. The Ontario Human Rights Commission is working to develop policy and practical guidance on how to address these scenarios. In December 2010, the OHRC held a two-day workshop to speak with education sector representatives about a draft policy framework. This session will review the development and consultation experience so far, talk about the current draft framework for consultation, and offer an opportunity for attendees to provide feedback.

Conference C

*Simultaneous*

*French Translation*

### **LGBTQ OUTLOUD**

**DEEPA AHLUWALIA**, Equity and Inclusion Officer, Waterloo Region District School Board and **BROOKE YOUNG**, Director of Quality Assurance, Kitchener-Waterloo Counselling Services  
The Waterloo Region District School Board (WRDSB) and OK2BME partnered to produce a training DVD around Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) issues called LGBTQ OutLoud. The purpose of the training DVD is to raise awareness around homophobia, biphobia and transphobia, and to build viewers' capacity on how to address homophobia, how to provide a safe environment and how to support students, staff, parents and community members who identify as being a member of the LGBTQ community. Workshop participants will receive an update about what has taken place since the release of the DVD in April 2010, how it is being used by staff at the WRDSB, and what the next steps are for supporting members of the LGBTQ community in our school board.

Conference D/E	<p><b>SCHOOL SPIRIT - RELIGIOUS ACCOMMODATIONS AND COMPETING RIGHTS</b>  <b>CHRIS D'SOUZA</b>, Course Director, Faculty of Education, York University and  <b>SUZANNE MUIR</b>, Equity and Inclusive Education Coordinator, Halton District School Board  This interactive workshop will examine the Ministry of Education's mandate that all 72 publicly funded school boards revise or create Faith accommodation policies. Using a cultural proficiency framework, participants will explore the changing faith demographics of families in Ontario. We will discuss common requests for religious accommodation in public schools and ways to accommodate them. We will highlight complex student and staff situations where human rights may overlap and compete (e.g. sexual orientation and faith, gender and faith), and provide possible ways to promote dialogue, compromise and understanding. Chris and Suzanne, long standing members of the Equity Summit Group, who have consulted on religious accommodation drafts as well as implementation strategies, will use case studies to explore methods by which boards can be proactive in this area.</p>	
Conference F <i>en français</i>	<p><b>BIEN-ÊTRE@L'ÉCOLE! ÉQUITÉ ET L'ÉDUCATION INCLUSIVE</b>  <b>RANDA MESHKI</b> , Directrice de Liaison, Programme des TÉE et <b>FRANCINE GRAINGER</b>,  Formatrice et Agente de Liaison, Centre ontarien de prévention des agressions  Les personnes qui participeront à cet atelier en apprendront davantage sur l'initiative provinciale destinée au personnel enseignant créée par la Fédération des enseignantes et des enseignants de l'Ontario (FEO) et le Centre ontarien de prévention des agressions (COPA) intitulée <b>Bien-être@l'école</b>. Cette initiative a été financée par le ministère de l'Éducation sur une période de quatre ans. Renseignez-vous sur l'approche unique du COPA en matière d'équité et d'éducation inclusive et sur les stratégies novatrices élaborées par la FEO pour inciter les membres du personnel des écoles à réfléchir et à échanger sur ces sujets tout en se renseignant davantage sur le changement social positif et la défense des droits.</p>	
Conference G	<p><b>BREAKING THE STUDENT STEREOTYPE AND WELCOMING UNIQUE VOICES</b>  <b>MARIA BUN</b>, President, and <b>PATRICK QUINTON BROWN</b>, Chief Executive Officer,  Ontario Student Trustees Association  Perception of students is what drives a lot of equity matters, and this perception often bears with it stereotypes (in the student council room and in the classroom). It is essential to recognize that equity cannot fully thrive when it is held back by these over-broad perspectives. Instead, varied representation of different views is essential to broader and more equitable representation. Student involvement in particular should reflect our individuality within the public education system in order to better precipitate change whether in the classroom or in the province.</p>	
2:30 – 2:45 pm	<b>NETWORKING BREAK</b>	Mezzanine Foyer
2:45 – 4:00 pm	<p><b>THE LEGAL PERSPECTIVE</b>  These workshops will examine issues that have arisen since the legislation was enacted, including issues of compliance and the consequences of non-compliance, and competing rights. Delegates will learn to identify conflicts and develop responses to resolve conflicts, and examine case studies of situations which have arisen at school boards.</p>	Mezzanine Level
Conference B	<p><b>ERIC ROHER</b>, Borden Ladner Gervais LLP  <i>English Catholic Boards</i></p>	
Conference C	<p><b>PAUL MARSHALL</b>, Emond Harnden LLP  <i>French Catholic Boards</i></p>	
Conference D/E	<p><b>BOB KEEL</b>, Keel Cottrelle LLP  <i>English Public Boards</i></p>	
Conference F	<p><b>JOHN-PAUL ALEXANDROWICZ</b>, Hicks Morley LLP  <i>French Public Boards</i></p>	

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## What's Next...

### *Deeping the Understanding...Widening the Response*

To further assist district school boards, schools and school communities to fully implement Ontario's Equity and Inclusive Education Strategy, six regional workshops will be held throughout the province during the month of April 2011. The purpose of these workshops is to bring together, at a local level, a representative group of educators, trustees, parents, students and community members to examine challenges and identify solutions in order to best implement this important initiative in all their schools. All regional workshops will be scheduled on Saturdays. **Further details will be available in early February, 2011.**

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In partnership with:

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