

**Ontario Education Services Corporation
and the Ministry of Education
Present**

Inclusive Boards – Inclusive Schools



A one day symposium for school board members
and senior administrators focusing on the implementation
of Board Policy as required by the Equity and
Inclusive Education Strategy and Policy/Program
Memorandum No. 119

June 17, 2010

Holiday Inn Toronto International Airport Hotel
(formerly Holiday Inn Select)
970 Dixon Road, Toronto

Who should attend?

3 delegates from each Board:

- Two Trustees per Board, and
- One senior administrator with responsibility for the implementation of Board Policy as required by the Equity and Inclusive Education Strategy and Policy/Program Memorandum 119

THURSDAY, JUNE 17, 2010

7:30 – 8:45 am **REGISTRATION** Trillium Foyer

CONTINENTAL BREAKFAST Trillium Ballroom AB

8:45 – 9:00 am **WELCOME AND OPENING REMARKS**

Simultaneous
French Translation Trillium Ballroom AB

PLENARY SESSIONS

9:00 – 9:20 am **BARBARA HALL**, Chief Commissioner Trillium Ballroom AB
Ontario Human Rights Commission

Simultaneous
French Translation Barbara Hall, Chief Commissioner of the Ontario Human Rights Commission, will talk about recent changes to Ontario's human rights system. She will talk about how its new mandate offers the OHRC opportunities to build stronger partnerships with key sectors – including education. Barbara will provide an update of the work the OHRC is doing with the Ministry of Education, the Ontario Education Services Corporation and other stakeholders to advance human rights and implement the Ministry's Equity Strategy in Ontario's public school boards. She will also highlight the unique and important roles that trustees, supervisory officers, equity leads, principals and other leaders can play in supporting systemic human rights growth in the education sector.

9:20 – 10:30 am **CHALLENGE (IN)EQUITY** Trillium Ballroom AB
CHRIS D'SOUZA, Course Director,
Faculty of Education, York University

Simultaneous
French Translation This plenary workshop will outline the history of the Ministry of Education's Equity and Diversity Strategy and examine how all the partners in Education can play a role in its implementation. Immigration and its impact on Ontario classrooms will also be explored. Finally, practical strategies to create inclusive environments will be discussed so that educators can continue to have students feel connected to their learning.

10:30 – 10:45 am **Networking Break** Trillium Foyer

10:45 – 11:45 am Cabinet Room (lower level)	<p>SESSION A WORKSHOPS</p> <p>“COUNT ME IN! HOW COLLECTING DATA CAN HELP BOARDS ACHIEVE EQUITY AND INCLUSION”</p> <p>BIPASHA CHOUDHURY, Inquiry Analyst, Public Interest Inquiries Branch, Ontario Human Rights Commission and EVADNE MACEDO, Senior Policy Analyst, Policy, Education, Monitoring and Outreach Branch, Ontario Human Rights Commission</p> <p>Under the Equity Strategy, school boards are expected to prevent and address discrimination and to review policies to identify and eliminate barriers. This can be quite a challenge and the Commission wants to help! OHRC staff will talk about how to identify and address systemic discrimination in the context of the Equity Strategy. They will also give a brief overview of the OHRC’s new guide: <i>Count Me In! Collecting Human Rights-Based Data</i>. Participants will have a chance to hear about the experience of school boards that have collected data to support equity initiatives and to ask questions.</p>
Algonquin A (lower level)	<p>CREATING SAFE SPACES FOR LGBTQ YOUTH</p> <p>DEEPA AHLUWALIA, Equity and Inclusion Officer, Waterloo Region District School Board and CATHERINE FIFE, President-Elect, Ontario Public School Boards’ Association</p> <p><i>OutLoud</i>, a training DVD, has been developed by the Waterloo Region District School Board, in partnership with OK2BME. This training video seeks to raise awareness around homophobia, biphobia, and transphobia, and 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. The goals of this interactive workshop are to:</p> <ul style="list-style-type: none"> • assist participants in creating safe, inclusive and welcoming learning environments for lesbian, gay, bisexual, transgender and queer (LGBTQ) students and allies • create dialogue and build awareness about the safety concerns of LGBTQ youth, and • develop the capacity of participants to create, support and sustain gay-straight student alliances in their schools.
Algonquin B (lower level)	<p>DIVERSITY AND EQUITY EDUCATION ON THE INSTRUCTIONAL AND CORPORATE SIDES OF THE ORGANIZATION</p> <p>NICK MILANETTI, Superintendent of Human Resources and LES STOREY, Principal of Diversity and Equity, Dufferin-Peel Catholic District School Board</p> <p>Nick Milanetti and Les Storey have been immersed in developing Diversity, Equity and Inclusion for a number of years at the school level, family of school level, and board level, both at the instructional and corporate levels. Dufferin-Peel has done a great deal of work in the area of Diversity, Equity and Anti-Racism Training with many members in the organization. The presenters will highlight some of the work done in this area and open the session for questions, comments and dialogue.</p>
Trillium C <i>This workshop will be delivered in French with Simultaneous English Translation</i>	<p>BETTER UNDERSTANDING DIVERSITY TO ENSURE EQUITY</p> <p>MARYSE BERMINGHAM, Director, Multicultural Liaison (French), Ottawa Community Immigrant Services Organization</p> <p>This workshop will focus on issues related to diversity in a French-language minority environment, and on barriers to equity. It will describe the new French-speaking cultural mosaic in Ontario, with emphasis on similarities between both elements of the French-speaking community, i.e. Franco-Ontarians and French-speaking immigrants living in the province. Barriers to equity will be discussed, as well as possible solutions.</p>

11:45 – 1:30 pm **LUNCHEON** Trillium Ballroom AB

*Simultaneous
French Translation* **GUEST SPEAKER**
JULIA MYER, Development Officer, School and University Partnerships,
Right to Play-Canada

1:30 – 2:30 pm **SESSION B WORKSHOPS**

Trillium C **CONNECTING ABORIGINAL STUDENTS AND COMMUNITIES TO EDUCATION**
JACK MCMASTER, Director of Education (former Director of Education,
Simultaneous Rainy River DSB), and **ELEANOR SKEAD**, Aboriginal Advisor, Keewatin-
French Translation Patricia District School Board
This presentation will focus on actions within the Rainy River and
Keewatin-Patricia District School Boards that provided Aboriginal parents
and students the opportunity for input into initiatives in each board. These
actions were generated to engage Aboriginal voices or to build a culture of
collaboration between Aboriginal partners and the boards.

Algonquin A
(lower level) **USING AN EQUITY LENS**
JESSICA BRENNAN, Chair and **JOHN MALLOY**, Director of Education,
Hamilton-Wentworth District School Board
The Equity Policy of the Hamilton-Wentworth DSB has been developed with
the goal of promoting safe, inclusive and respectful learning environments for
students, staff and families in the diverse Hamilton community, to support
increased student achievement. Supporting guidelines for Anti-Racism and
Ethnocultural Equity, Anti-classism and Socio-economic equity, Sexual Ori-
entation, Gender Equity, and Persons with Disabilities have been developed be-
tween 2004 and the present. The session will describe the collaboration and
consultation that was important throughout the development of the policy.
The policy development process will be outlined, and will include a discus-
sion of successes and challenges. Guided by Hamilton-Wentworth DSB's
document *Using an Equity Lens*, the presenters will describe implementation
strategies that focus on embedding equity within school and Board practices,
procedures and curriculum.

Algonquin B
(lower level) **HUMAN RIGHTS COMPLAINTS – THEMES, ISSUES AND RESOLUTIONS**
DR. SHAHEEN AZMI, Director, Policy, Education, Monitoring and
Outreach Branch and **EVADNE MACEDO**, Senior Policy Analyst, Policy,
Education, Monitoring and Outreach Branch, Ontario Human Rights
Commission
Did you know that school boards, and school board personnel, across Ontario
are commonly named in human rights applications? If you are surprised by
this, and want to know more about your potential liability, this workshop is
for you. This session describes key trends and issues in human rights litiga-
tion in the education sector. OHRC staff will discuss the practical concerns
associated with human rights claims that go through an adversarial process
and the benefits of resolving situations early. OHRC staff will also describe a
strategy to help boards be proactive about preventing and addressing dis-
crimination before a human rights application is filed.

Cabinet Room
(lower level)

**CONNECTING THE DOTS: IMPLEMENTING EQUITY AND INCLUSIVE
EDUCATION POLICIES IN NON-METROPOLITAN SETTINGS**

LESLIE WOOLCOTT, Equity and Diversity Advisor, Kawartha Pine Ridge
District School Board

There are many components to consider to ensure the effective design and implementation of equity and inclusive education policies. Local, regional and global contexts and the concerns of Board and school communities are perhaps chief among these considerations. School Boards with areas or whole regions that are non-metropolitan in nature encounter particular challenges that must be addressed in order to successfully implement equity policies suitable to their unique context. This workshop will engage participants in an interactive discussion about the challenges of implementing robust equity policies within non-metropolitan settings and some effective ways to overcome these challenges.

2:30 – 2:45 pm

Networking Break

Trillium and Algonquin Foyers

2:45 – 4:00 pm

LEGAL WORKSHOPS

Algonquin A

EQUITY AND INCLUSIVE EDUCATION

ERIC ROHER, Borden Ladner Gervais LLP

*English Catholic
Boards*

This session will focus on the changing face of Ontario, Ontario's Equity and Inclusive Education Strategy and Policy/Program Memorandum No. 119, released on June 24, 2009, as well as the Ontario Human Rights Commission Policy on Creed and the Accommodation of Religious Observances.

Algonquin B

**ANALYSIS OF LEGAL REQUIREMENTS RELATED TO THE IMPLEMENTATION OF THE
EQUITY AND INCLUSIVE EDUCATION STRATEGY**

PAUL MARSHALL, Emond Harnden LLP/s.r.l.

*French Catholic
Boards*

This workshop will focus on legal issues related to the implementation of the Equity and Inclusive Education Strategy. Participants will have the opportunity to discuss the draft Policy and its implementation. Reference will be made to the requirement to provide reasonable accommodation under the Ontario *Human Rights Code*, as it applies to French-language Catholic school boards in Ontario.

Cabinet Room

**ANALYSIS OF LEGAL REQUIREMENTS RELATED TO THE IMPLEMENTATION
OF THE EQUITY AND INCLUSIVE EDUCATION STRATEGY**

MARGOT BLIGHT, Borden Ladner Gervais LLP

*French Public
Boards*

This session will focus on the legal implications of the equity and inclusive education strategy, including issues with respect to the draft Policy, Guideline and Religious Accommodation Guideline.

Trillium C

**ANALYSIS OF LEGAL REQUIREMENTS RELATED TO THE IMPLEMENTATION
OF THE EQUITY AND INCLUSIVE EDUCATION STRATEGY**

BOB KEEL, Keel Cottrelle LLP

*English Public
Boards*

This session will focus on the legal implications of the equity and inclusive education strategy, including issues with respect to the draft Policy, Guideline and Religious Accommodation Guideline. Reference will be made to the requirements of the Ontario *Human Rights Code* including an analysis of the requirement to provide accommodation to the point of undue hardship. Reference will also be made to issues involving competing human rights claims. Further, there will be a comparison of internal dispute resolution processes and best practices. Reference will also be made to the Ministry Guidelines and Sample Indicators and some of the practical implementation issues arising from such.

Inclusive Boards – Inclusive Schools

Equity and Inclusive Education Symposium

2 Easy Ways to Register!

- 1 Fax..... 416-340-7571
- 2 On-line..... www.oesc-cseo.org

If faxing, please photocopy for each additional delegate(s):

Name _____

Title _____

Board _____

Address _____

City _____ Prov. ____ Postal Code _____

Tel _____ Fax _____

Email _____

CONFERENCE FEE:

There is **NO CHARGE** to attend this conference. Travel expenses will be subsidized up to \$200.00. Delegates travelling from north and west of Sault Ste. Marie will be subsidized up to \$500.00.

HOTEL ACCOMMODATIONS:

A special guestroom rate of **\$139.00 plus taxes** (single or double) has been arranged for delegates at the Holiday Inn Toronto International Airport Hotel. Please telephone hotel reservations directly at **1-800-524-8436** and mention the **Group Code—OPS** and ask for the special group rate **before the June 2, 2010 cut-off date**.

Reserve early as availability is limited!

SPECIAL MEAL REQUIREMENTS:

If you have special meal requirements, please contact Ernesta Graham, Conference Co-ordinator at 416-340-2540, no later than 2 weeks prior to the Symposium.

CANCELLATION:

Cancellations will be accepted up to 1 week before the Symposium. Substitutions are welcome!



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