



# Connecting the Dots

Implementing Equity & Inclusive  
Education Strategies in Non-  
Metropolitan Settings

# About Non-Metropolitan Settings...

- Urban/rural mix
- Perception of homogeneity
- Variable local, regional and global contexts
- Role of media
- Opportunities for authentic experiences



Challenges...

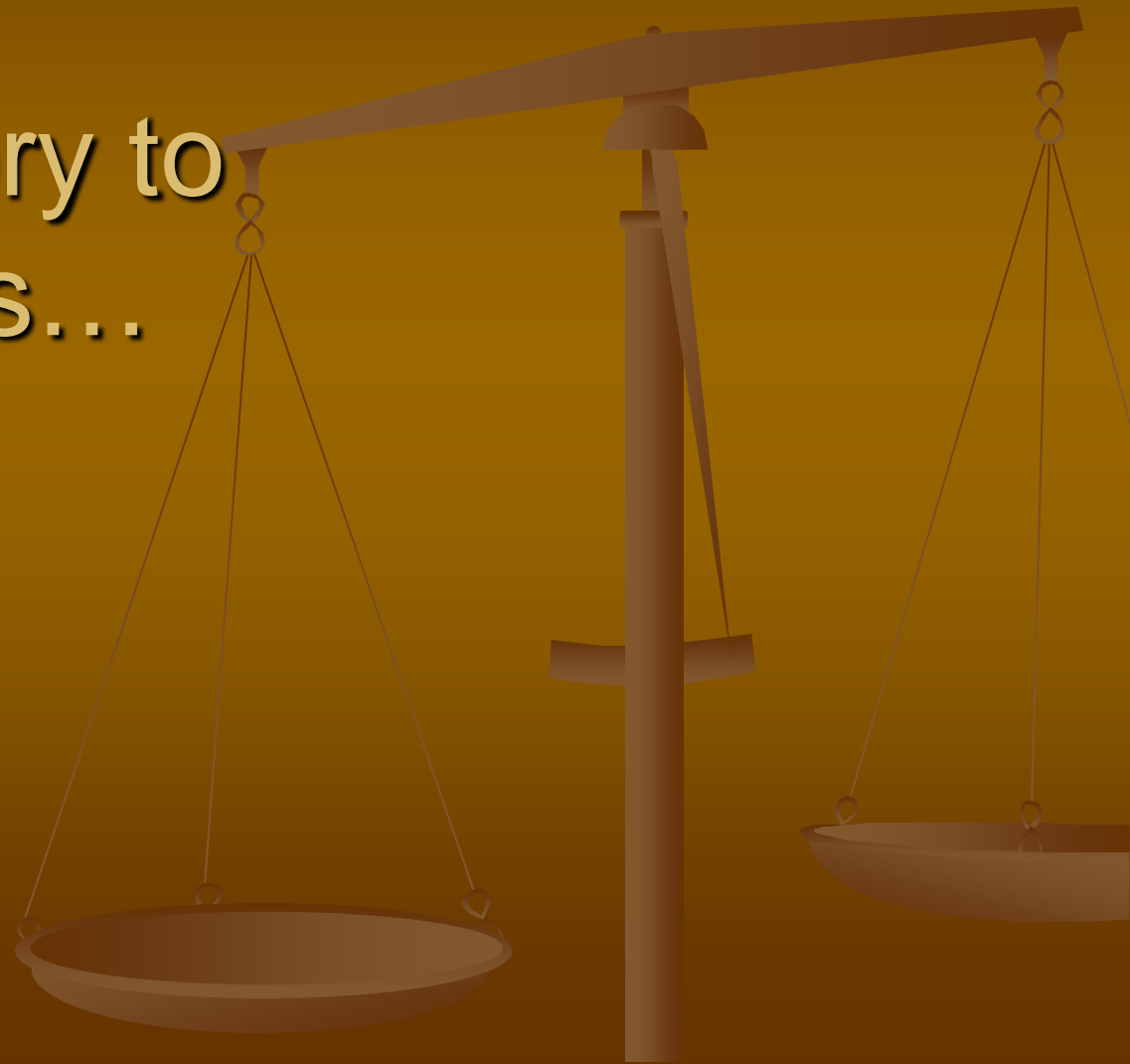


# Being Effective with Equity

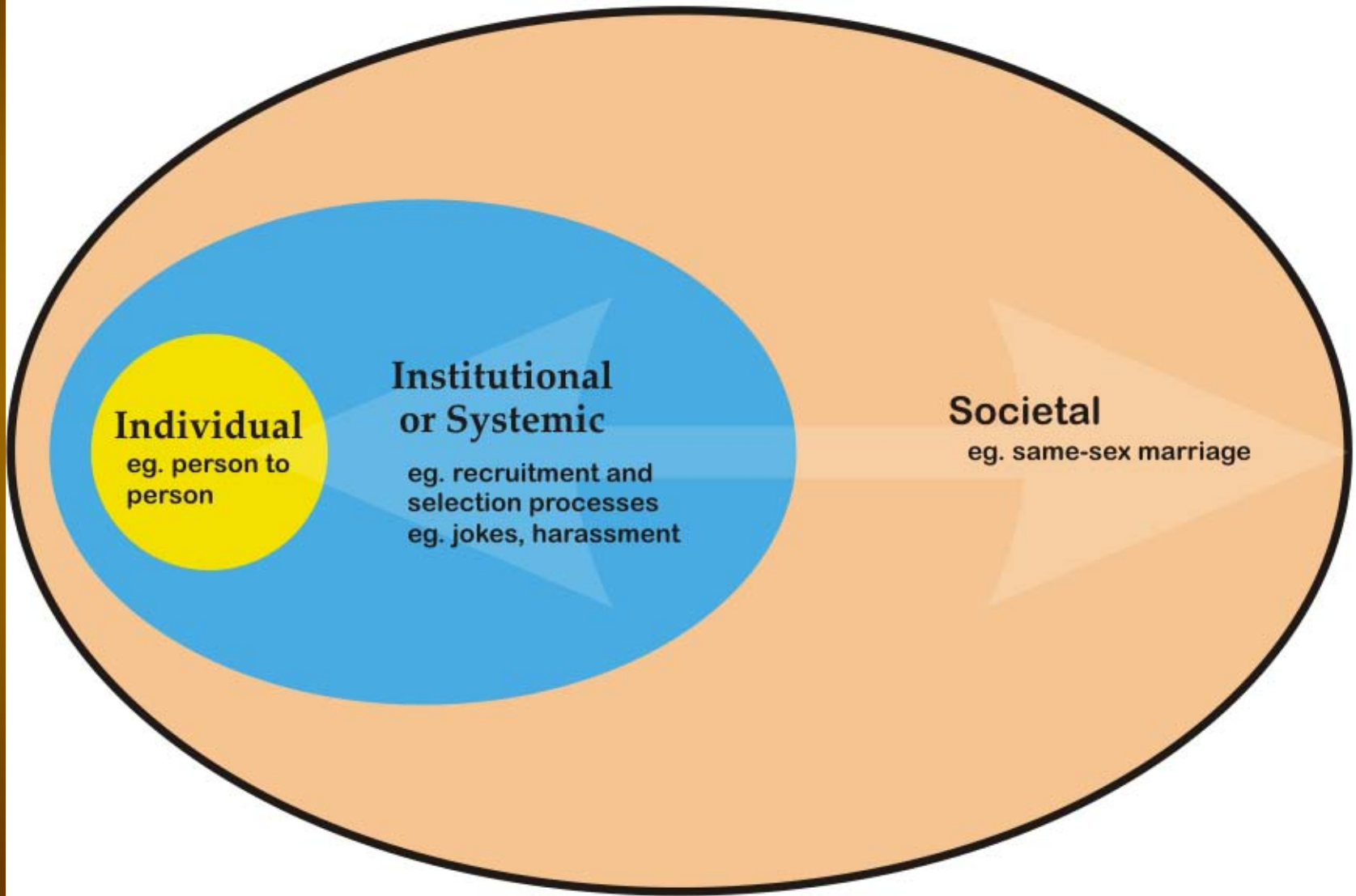
- Language
  - What is equity?
  - What do we mean by diversity?
  - History of inclusion
  - Human rights – whoa!!!
  - “It’s an equity issue”
  - Us/Them/Our/Other



Some Theory to  
Sustain Us...



# How Discrimination Operates

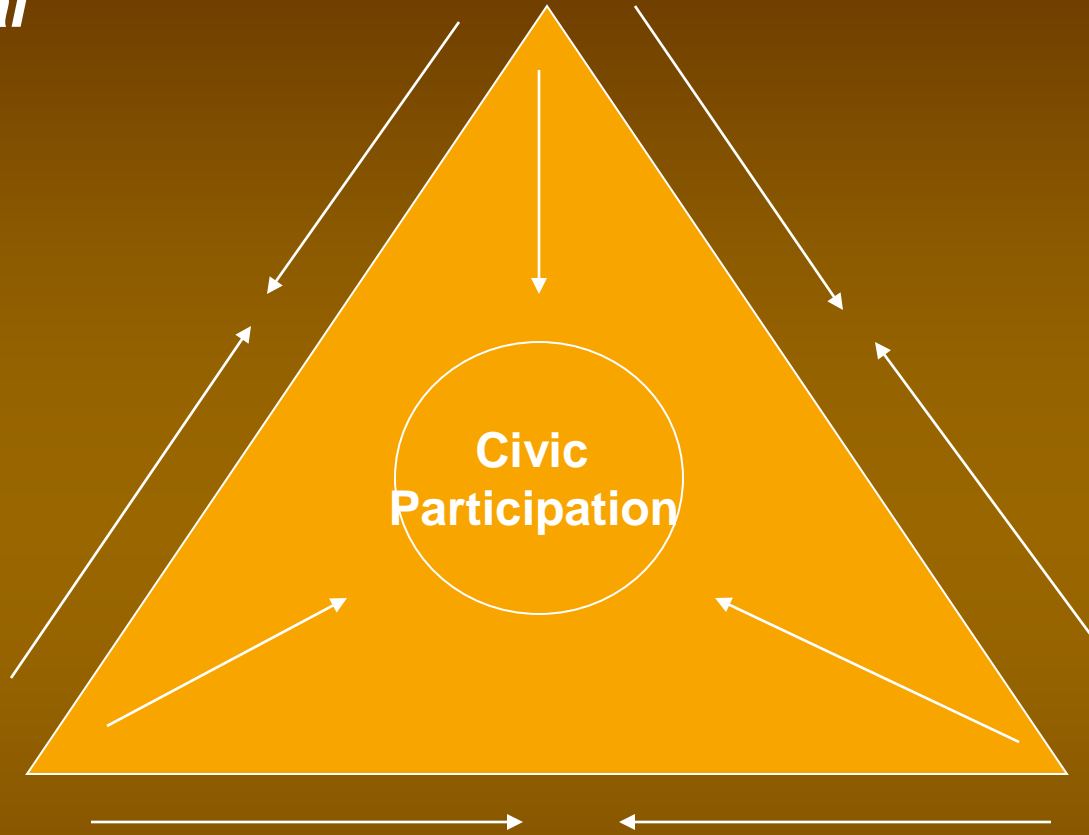


***Education for  
Individual  
Action***

**Intellectual Rigor**

**Emotional  
Engagement**

**Ethical  
Reflection**



# Being Effective (cont'd)

- Identifying a compelling rationale...

*We're preparing students for the world in which they live...*

*Human rights education*

*Why do we need to do this? We're not a diverse community....*

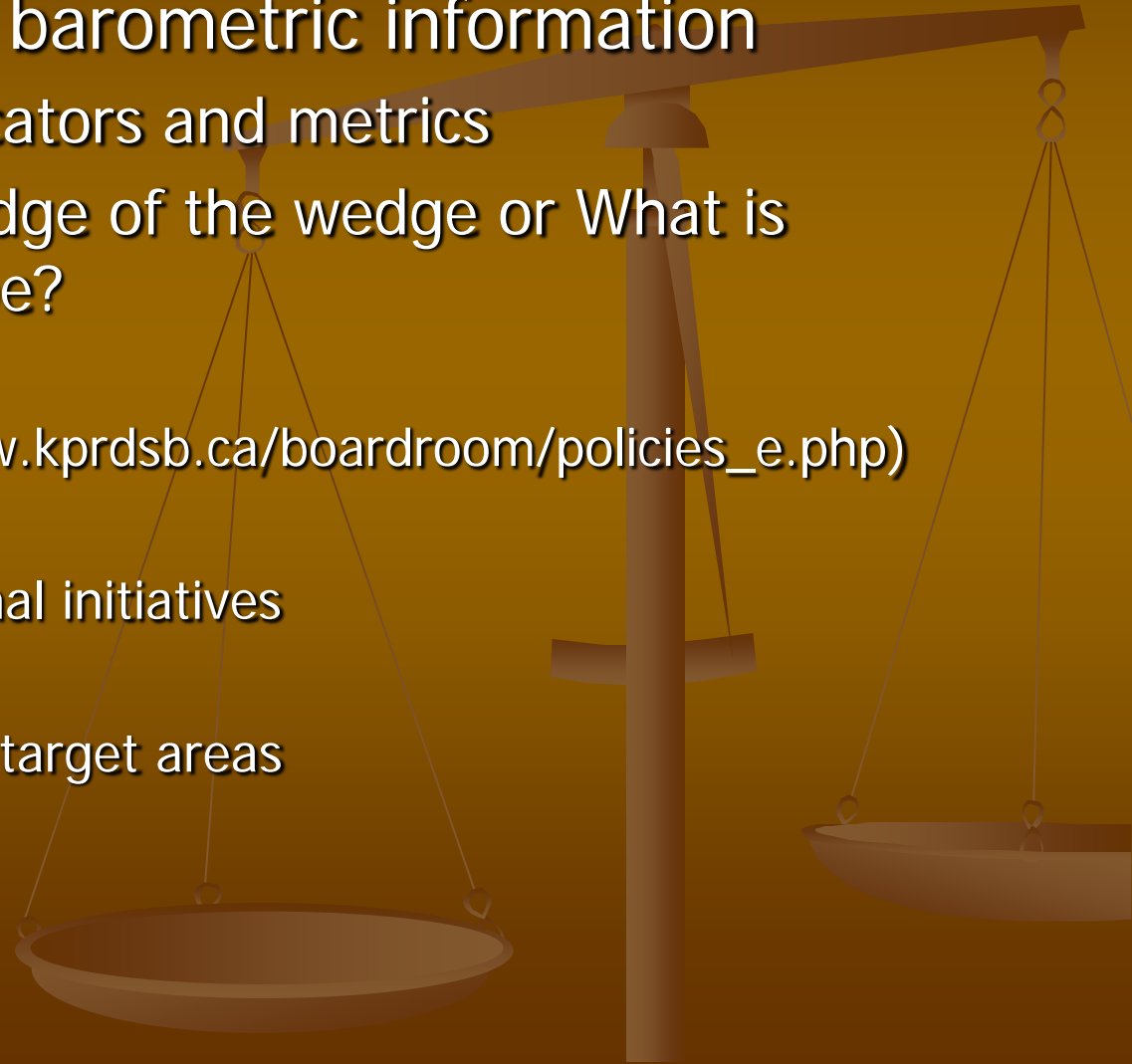
*All the more reason!*

*Our communities are not static....*



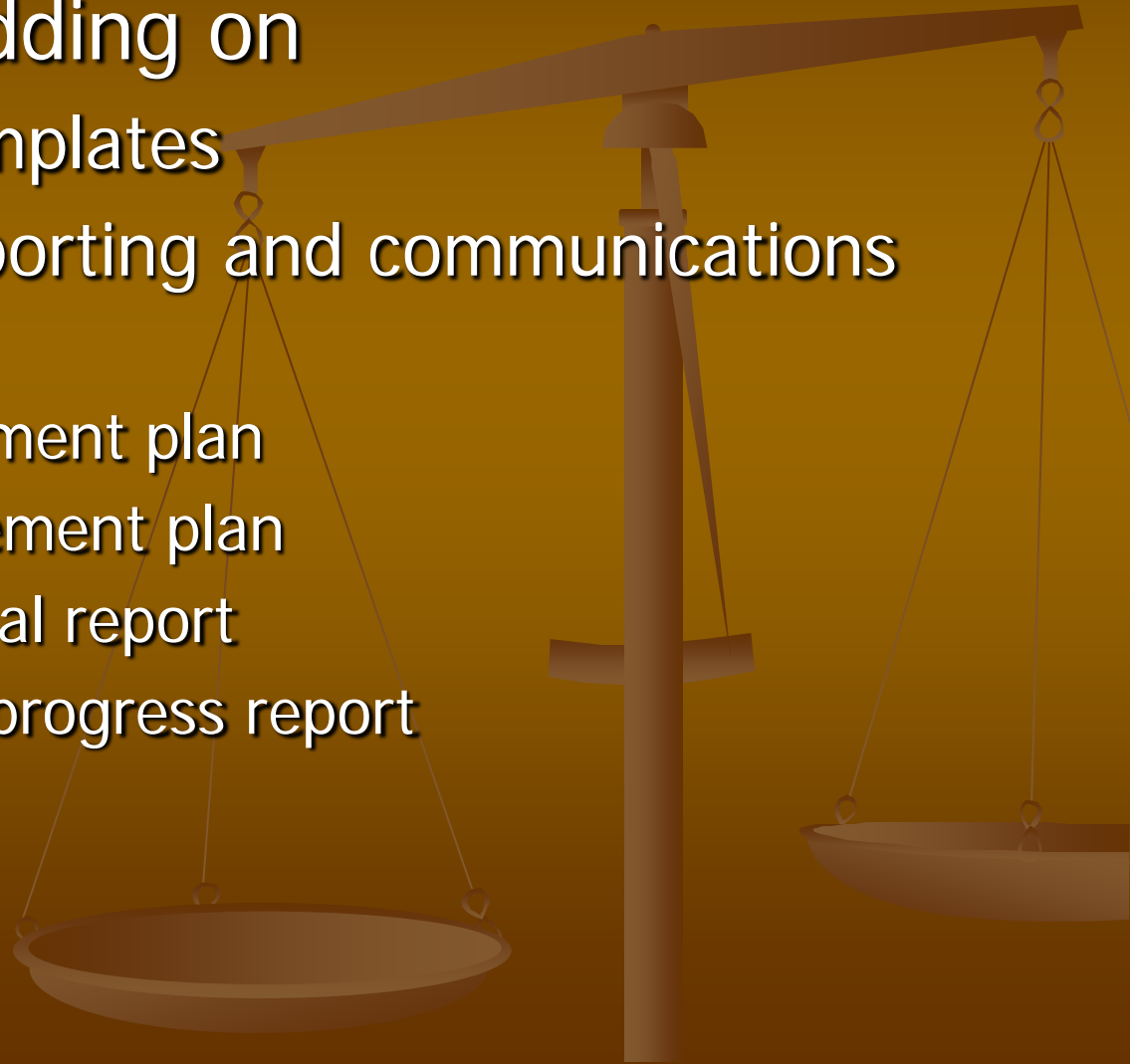
# Being Effective (cont'd)

- Demographic and barometric information
  - Census data, indicators and metrics
  - Finding the thin edge of the wedge or What is affecting landscape?
    - Legislation
    - Policy ([http://www.kprdsb.ca/boardroom/policies\\_e.php](http://www.kprdsb.ca/boardroom/policies_e.php))
    - Programmes
    - Formal and informal initiatives
    - Key timing
    - Identifying future target areas

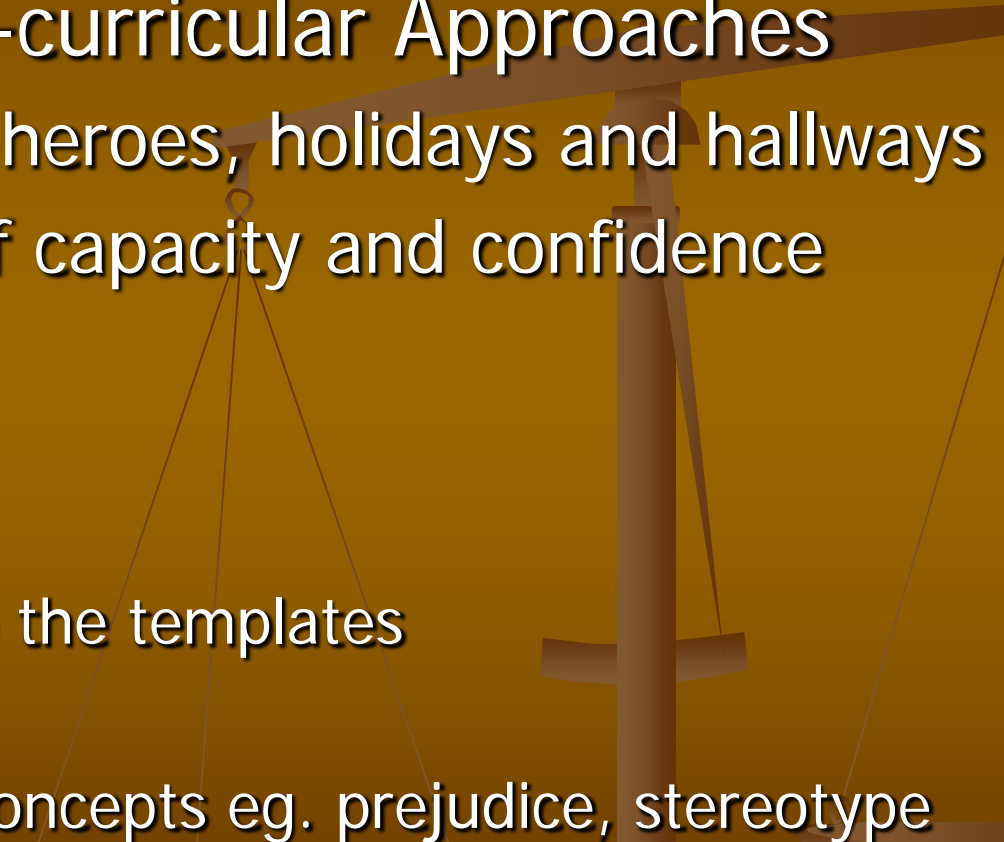


# Being Effective (cont'd)

- Infusing...not adding on
  - Identify key templates
  - Identify key reporting and communications mechanisms
    - Board improvement plan
    - School improvement plan
    - Director's annual report
    - School annual progress report

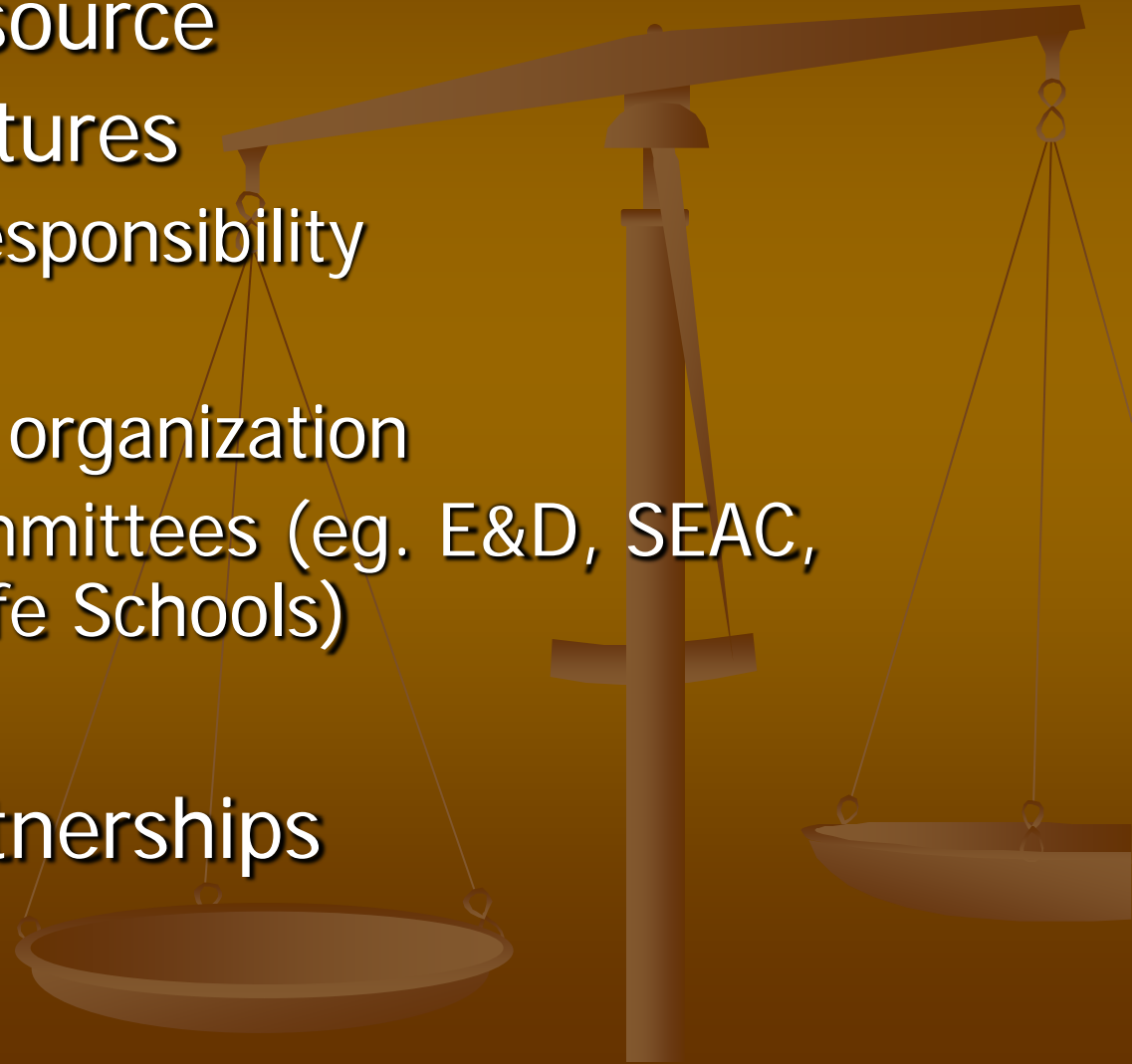


# Being Effective (cont'd)

- Curricular vs Co-curricular Approaches
    - Moving beyond heroes, holidays and hallways
    - Developing staff capacity and confidence
      - Resources
      - Dialogue
      - Training
      - Trying...back to the templates
      - Analysing bias
      - Exploring key concepts eg. prejudice, stereotype
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# Ongoing Issues

- Allocation of resource
- Reporting Structures
  - Autonomy & Responsibility
  - Credibility
  - Location within organization
  - Supporting Committees (eg. E&D, SEAC, AWG, ACAI, Safe Schools)
- Representation
- Community Partnerships





# Questions?

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