

Using an Equity Lens

Jessica Brennan, Chair

John Malloy, Director of Education

Gail Belisario, Principal of Equity

Hamilton-Wentworth District School Board

HWDSB Equity Policy

The HWDSB Equity Policy provides the foundation for the development of Board policies.

The HWDSB Equity Policy directs the Board to develop, implement and monitor, through the School and Service Improvement Planning process, the following Equity Policy Supporting Guidelines for:

- Antiracism and Ethnocultural Equity
- Anti-classism and Socio-economic Equity
- Sexual Orientation
- Gender Equity
- Equity for Persons with Disabilities

The HWDSB Equity Policy also includes an Interim Religious Accommodation Guideline.

Equity Policy Statement and Guiding Principles

Equity Policy Statement

The Hamilton-Wentworth District School Board is committed to the principles of equity through inclusive programs, curriculum, services and operations, in accordance with the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code and the Education Act.

Equity Policy Guiding Principles

- Policies, Guidelines and Practices
- Leadership
- School Community Partnership
- Curriculum
- Student Languages
- Student Assessment, Evaluation, Reporting and Placement
- Counselling/Guidance/ Support Services
- Harassment
- Employment Practices
- Staff Development

HWDSB Equity Policy: A Brief History

1999	Amalgamation of the Wentworth and Hamilton Boards created a need for a new Antiracism and Ethnocultural Equity Policy
2002	The proposed Antiracism and Ethnocultural Equity Policy expanded to become an Equity Policy with 5 Supporting Guidelines
2004	Equity Policy Supporting Guidelines: Antiracism and Ethnocultural Equity
2005	Equity Policy Supporting Guidelines: Anti-classism and Ethnocultural Equity
2008	Equity Policy Supporting Guidelines: Sexual Orientation
2010	Equity Policy Supporting Guidelines: Gender Equity
2010	Equity Policy Supporting Guidelines: Persons with Disabilities
2010	Equity Policy Interim Religious Accommodation Guideline

Policy Development Framework

Built on a foundation of inclusion and consultation

Leadership and coordination

- Shared and committed leadership

- Role of the Equity Department

Collaborative and empowering process

- Equity Policy Steering Committee consisting of Board affiliates and community stakeholders

- Public consultation via online and face-to-face meetings

Focus on accountability and transparency

- Gathering and analysis of public feedback by E-BEST

- Systematic review of draft documents

Policy Development Process

When completed by the Steering Committee, each set of Equity Policy Supporting Guidelines undertakes a development process that includes:

- Approval and/or amendment by Executive Council
- Approval and/or amendment by the Policy Working Sub-Committee
- Public consultation
- Steering Committee considers input and makes revisions
- Re-submission to Executive Council
- Re-submission to Policy Working Sub-Committee
- Submission to Board for acceptance

Equity Policy Implementation: Embedding Equity within School and Board Practices

- Design and Delivery Phase
 - Design and Delivery Teams of selected system leaders
 - Team members provide Leadership Phase staff development to leaders in their respective areas
- Leadership Phase
 - Staff development for remaining system leaders
 - System leaders provide staff development for school/department
- Staff Phase
 - All staff receive training
 - Schools have latitude to use existing School Improvement Planning process to identify current practices aligning with the Equity Policy

Equity Policy Implementation: Embedding Equity within School and Board Practices

Feedback from System Leaders from the implementation process:

- **Scope of the Equity Policy**
- **More time needed**
- **Further professional learning**
- **Built-in time during Professional Activity Day for staff development**

Question and Answer



Considerations For Policy Development

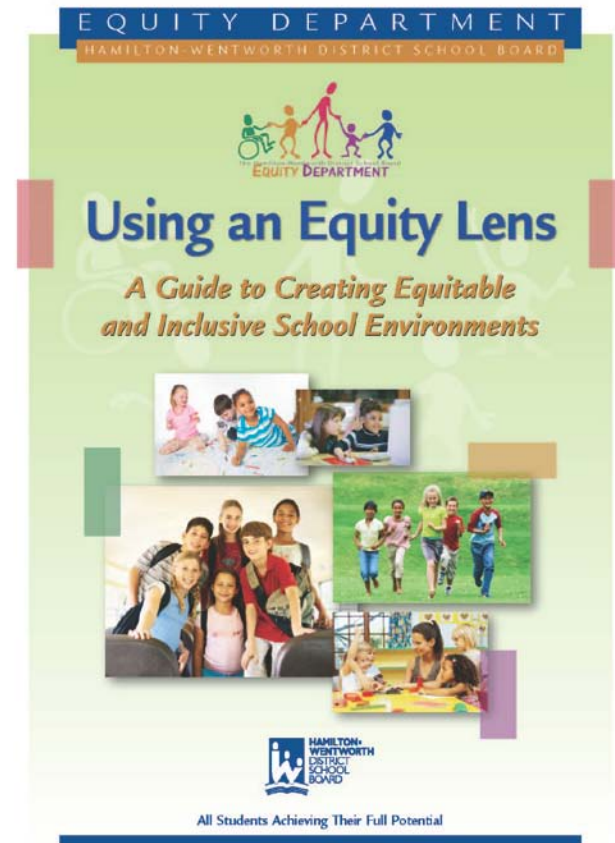
With a member from your Board share and discuss where you are in the development of your Equity Policy, and the next steps you need to take.

Using an Equity Lens: Organization

Organized around key Equity Policy
Guiding Principles

Designed to work within School
Improvement Process and tie together:

- HWDSB Equity Policy
- Strategic Directions
- Character Education
- Safe Schools
- Bullying Preventions



Ontario's Equity and Inclusive Education Strategy

Action Items

2010 - 2011 Action Items:

School Boards will

- *Implement equity and inclusive education policies*
- *Embed equity and inclusive education principles in board and school improvement plans*

(Ontario's Equity and Inclusive Education Strategy pg. 22)

The Equity Lens in Action

Each table will be a board team

The challenge is to implement one Ministry Action Item using the “Using an Equity Lens” as a support

Each team needs to address:

- Expected Outcome
- Strategies
- Responsibilities
- Timelines

Action Plan: Leadership

Expected Outcome	Strategies	Responsibilities	Timeline

Action Plan: Leadership

Expected Outcome	Strategies	Responsibilities	Timeline
<p>All students, staff, parents/guardians will have equitable access to the goods and services provided by the school board.</p>	<ul style="list-style-type: none"> • Provide translations for all relevant policies, procedures (e.g., Safe Schools) • Use data from Student Equity Inventory Surveys and Parent Satisfaction Surveys • Provide information, education, and training to all stakeholders 		

Large Group Dialogue

How can the ideas and processes outlined in *Using an Equity Lens* assist in implementing equity initiatives?

Successes and Challenges

“Maybe John Malloy deserves some emails/calls from we who think the HWDSB is doing a great job.”

<http://bit.ly/b8Wgzz> via @UnionSt#canqueer

- Promoting attitude change
- Managing conflicts
- Community Involvement
- Involving all staff and students

Finally ...

“We have vastly differently lives in our school today because teachers and staff have been educated about dealing with the harassment and hate that we experience on a daily basis ...

This policy is about saving lives. Our lives.

It is about allowing us to feel safe in our schools and accepted about who we are so we can get on with the job of becoming educated, healthy-minded, responsible citizens.”

Hill Park Secondary School Positive Space Group
Letter to Hamilton Mountain News, February 25, 2010

Thank You