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**To:** Special Board Meeting, June 18, 2020

**From:** Taylor Dallin, Student Trustee

**Subject:** Consideration of Motion regarding Anti-Black and Anti-Indigenous Racism in Schools

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**WHEREAS:** The statement released by the Chair of the Board and the Director on June 2, 2020 regarding recent events of anti-Black racism expresses that “we have to face the truth that anti-black racism exists in our city and in our schools”;

**WHEREAS:** The deaths of Regis Korchinski-Paquet, George Floyd, Breonna Taylor, Chantel Moore, and countless other Black and Indigenous peoples were not isolated incidents; they were caused by a network of oppressive institutions and part of a long-standing pattern of systemic anti-Black and anti-Indigenous racism in which the education system plays a role;

**WHEREAS:** The education system as a whole has failed Black and Indigenous (BIPOC) students on numerous occasions and has been an active perpetrator of anti-Black and anti-Indigenous racism for far too long;

**WHEREAS:** Over 22 different incidents of racism within TCDSB schools were reported in the span of just five days in the Toronto Youth Cabinet’s recent #ReclaimOurVoice survey;

**WHEREAS:** A message in the TCDSB Equity Action Plan states, “Our schools and classrooms must be places where students’ lived experiences are valued and celebrated; where they see themselves in the curriculum; where they are authentically engaged; and where barriers to their success are identified and removed. Our governance and human resource

practices will support welcoming, safe, and inclusive learning environments and ensure that those who serve our communities reflect our diversity ... Data collection, integration and reporting will help us to better understand our needs and our strengths, inform our decisions, and guide our actions”;

**WHEREAS:** The TCDSB Catholic Equity and Inclusive Education Policy H.M. 24 states that the Board “recognizes that we must uphold the protections entrenched in the Ontario Human Rights Code (the “Code”), the Constitution Act, 1867 and confirmed in the Constitution Act of 1982 – the Canadian Charter of Rights and Freedoms” and “recognizes that social or cultural discrimination is incompatible with Catholic moral principles”;

**WHEREAS:** Words mean nothing and are purely performative in nature if they are not coupled with tangible action;

**WHEREAS:** Extensive research and precedent supports many of the recommendations listed in this motion; and

**WHEREAS:** The recommendations below were written in consultation with and supported by TCDSB students and the TCDSB Equity and Human Rights Advisor.

**BE IT RESOLVED THAT:** Staff prepare a report outlining strategies to make hiring more racially representative (both locally and centrally) which acknowledge how important it is for students to be able to see themselves reflected in different fields and positions of leadership;

**BE IT FURTHER RESOLVED THAT:** Disaggregated race-based student data collection be initiated so that the TCDSB knows the issues BIPOC students face and has numbers on representation;

**BE IT FURTHER RESOLVED THAT:** The School Resource Officer (SRO) program be reviewed as part of the aforementioned race-based student data collection in order to determine whether or not the program has fulfilled its mandate;

**BE IT FURTHER RESOLVED THAT:** The effectiveness, equity, and outcomes of the overall practice of streaming be reviewed as part of the aforementioned race-based student data collection;

**BE IT FURTHER RESOLVED THAT:** The Chair of the Board, in collaboration with staff and the Board of Trustees, send a letter to the Minister of Education encouraging the revision of the curriculum to better incorporate Black and Indigenous histories and topics;

**BE IT FURTHER RESOLVED THAT:** Mandatory bi-annual anti-racism training for all teachers, administrators, and staff be put in place which helps break down the racial barrier between themselves and students and facilitates an understanding of BIPOC topics;

**BE IT FURTHER RESOLVED THAT:** The TCDSB allocate funding in the upcoming budget process towards the purchase of books that support culturally responsive and relevant pedagogy and are written by Black and Indigenous authors;

**BE IT FURTHER RESOLVED THAT:** Staff create resources for teachers to tackle racism in the classroom and initiate discussions;

**BE IT FURTHER RESOLVED THAT:** A communication be sent to all teachers with a specific focus on those who deal with racial justice-related texts (ex. English teachers) in order to educate them on why they should not use racial slurs in the classroom regardless of whether or not they are written in a text;

**BE IT FURTHER RESOLVED THAT:** Staff create mental health resources catered specifically to the unique experiences of BIPOC students;

**BE IT FURTHER RESOLVED THAT:** TTC tickets be provided to students attending CSLIT General Assembly meetings in order to increase accessibility and ensure a diverse range of voices can be heard;

**BE IT FURTHER RESOLVED THAT:** The TCDSB engage with a multitude of relevant community organizations, including but not limited to the Taibu Community Health Centre, Trust 15, the Harriet Tubman Community Organization, and CAFCAN, in a more meaningful way to ensure that students have access to their immensely beneficial and life-changing resources;

**BE IT FURTHER RESOLVED THAT:** The TCDSB make an official commitment to tackling anti-Black racism given that the word “Black” was not mentioned a single time in the TCDSB Equity Action Plan;

**BE IT FURTHER RESOLVED THAT:** Staff write a human rights-specific policy modelled around the Ontario Human Rights Code which recognizes the enumerated grounds of the Charter, lays out wrongful behaviours, and details an investigation process;

**BE IT FURTHER RESOLVED THAT:** All TCDSB reports and policies go

through a race equity lens prior to being published;

**BE IT FURTHER RESOLVED THAT:** Proper infrastructure be put in place to address equity needs within the TCDSB in the form of a more extensive and permanent equity team;

**BE IT FURTHER RESOLVED THAT:** The TCDSB commit to working with the African-Canadian Advisory Committee, the Indigenous Education Advisory Committee, and BIPOC students in implementing these recommendations; and

**BE IT FURTHER RESOLVED THAT:** All recommendations be put in place by June 2021 and that staff prepare monthly updates to the Board of Trustees regarding implementation.