

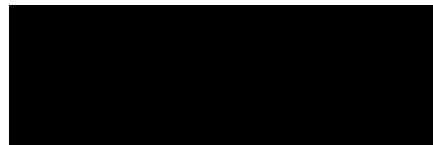
Equity,

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At the Lester B. Pearson School Board, our priority is achieving excellence by maximizing the potential of each individual. Community, inclusion, innovation, integrity, and respect are the core values that hold up our school board. As such, we strive to create an environment where each member of the LBPSB is honoured and respected, and to ensure a safe environment where every individual can flourish.

We believe that education plays a fundamental role in the creation and understanding of



Value

Achieving excellence by maximizing the potential of each individual.

Values

Community – We promote local and global citizenship through strong engagement.

Inclusion – We reflect and celebrate diversity.

Innovation – We support creativity and a spirit of inquiry.

Integrity – We commit to honesty, equity, and accountability.



In the Spring of 2020, two students at a LBPSB secondary school created a video that was based on the denigration of a visible ethno-cultural group. As part of a response to this incident that took place within the LBPSB community, and other events around the world, issues of systemic racism, inequity and injustice were brought to the forefront and a Task Force on Equity, Diversity and Inclusion (EDI) was created at the Lester B. Pearson School Board.

From its inception in June 2020, the Task Force was mandated to develop evidence-based recommendations that could be shared with all LBPSB schools, centres and departments.

The Task Force charged ahead during the 2020–2021 academic year. The areas they focused on were: genders, sexualities, abilities, races and ethnicities, and religions. As stated in the Task Force report, focusing on creating solutions to address these areas as stand alone topics for consideration would be remiss as an approach since issues of intersectionality must be taken into account.

By June 2021, the Task Force submitted a final report to the LBPSB that included several recommendations. The recommendations were to be used as a springboard for actions across the system.

The importance of incorporating dignity as an integrated component in EDI work was brought forward by the Educational Services Department and adopted during the 2021–2022 school year to become EDDI.

During the 2021–2022 school year, the LBPSB took action by striking various committees to move the EDDI work forward. The committees created included a Steering Committee, Working Committees and an Advisory Committee, each tasked with specific responsibilities. The Central Students Committee are also listed as a resource and ally in planning the work.

To unify the efforts of these committees, this document was created as a guiding tool and as a way for each group to be accountable to, and transparent with, our community. This document also outlines the four pillars central to our work.



Students, PACC Adult Education Centre

Mission Statement

The Lester B. Pearson School Board is invested in acting in the best interests of our students, staff and families and serve as a catalyst for change.

As an opening statement, it is informed by research and while this document is in motion to address issues that have arisen from past and current efforts, it is intentionally inclusive of all.

Certain critical findings from the Task Force report are organized around policy, and infrastructure.

Pillars

Pillar 1: Professional Development – Support individuals in schools, centres and departments.

Pillar 2: Educational Choice – Create choice and informed opportunity for schools.

Pillar 3: Inclusivity – Be intentionally inclusive and free from bias.

Pillar 4: Accessibility – Provide accessibility to all.

When considering the 4 pillars, it is important to note that they will be examined by, but not limited to, the areas outlined by the Task Force:

- genders
- sexualities
- abilities
- race and ethnicities
- religions

PILLAR 1

Pillar 1: Professional Development – Support individuals in schools, centres and departments.

The events that occur in our schools, working environments, communities and the world impacts everyone and continuously shapes us. The Lester B. Pearson School Board aims to support staff and students as they navigate a complex world. This pillar focuses on LBPSB employees and provides opportunities.

Staff members will be provided opportunities for professional development and meaningful reflection on equity, diversity, dignity, and inclusion.

Accompanying Strategic Pillar 1 Objectives and Key Results:

- Develop and provide professional learning opportunities that promote:

PILLAR 2

Pillar 2: Educational Resource – Create choice and informed opportunity for schools.

We need to consider the selection, verification and use of resources that will promote equity, diversity, dignity, and inclusion. The Lester B. Pearson School Board needs to ensure that they provide staff and students with resources that help support this goal. This pillar focuses on the educational experience for students.

Accountability and Evidence:

- Support teaching and learning through a perspective of diversity by:
 - Reviewing and updating teaching and learning resources to ensure that they support and reflect the diversity of our community.
 - Enhance school capacity to review, identify and use resources and materials that are culturally responsive.
 - Create positive connections with community members and organizations that support the provision of culturally meaningful learning and enrichment opportunities.

PILLAR 3

Pillar 3: Regulations and Policies – Be intentionally inclusive and free from bias.

It is important that our written regulations and policies are developed and used to anchor and guide our work of equity, diversity, dignity, and inclusion.

Accountability for Equity and Inclusion:

- Ensure that Lester B. Pearson School Board communications, policies, procedures, directives and guidelines are written and reviewed using an EDDI lens and consider issues of intersectionality.
- Communicate with various stakeholders to gain a diversity of perspectives and receive feedback on school board regulations and policies.



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Accessibility / Accessibility:

- Ensure that a mechanism for collecting data about needs of the community is put in place.
- Ensure that our grounds, buildings, hallways, classrooms and offices are assessed regularly in regards to accessibility and needs.
- Adapt physical spaces to meet a diversity of needs.
- Provide adaptive technologies/supports, as required.

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The LBPSB has prioritized EDDI work.





Members

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Mathieu Canavan, Director of Educational Services

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