



OTTAWA-CARLETON
DISTRICT SCHOOL BOARD



Indigenous, Equity and Human Rights Roadmap Tracker



Eliminating Barriers to Success

2020-2023

Indigenous, Equity and Human Rights Roadmap 2020-2023 Tracker

SIX KEY AREAS

Securing Accountability

Importance of Identity

Building Staff Awareness and Capacity

Increasing Representation

Programming and Supports for Students

Engagement and Connectedness

Securing Accountability

Goal:

To centre Indigenous and human rights, anti-oppression and equity in OCDSB's governance and leadership structures, policies, and practices and in all decision-making.

Key Indicators:

- Number of structures, policies and practices developed or revised to centre human rights and equity
- Number of accountability mechanisms introduced and operating to collect, analyze and report on professional development, performance and service delivery from a human rights and equity

2020-21 STRATEGIC ACTION	Safe Schools Policy and Procedure revised	✓
	Review of police involvement with schools	✓
	Establish Indigenous, Equity and Human Rights Division	✓
2021-22 STRATEGIC ACTION	Create Annual Equity Accountability Report	50%
	Establish equity goals in Board and School Improvement Plans	✓
	Establish and implement annual orientation for trustees	✓
	Develop Human Rights Policy and Procedure	✓
	Develop Gender Identity, Gender Expression and Sexual Orientation Policy and /or Procedure	✓
	Develop and implement multi-year plan for compliance with the Accessibility for Ontarians with Disabilities Act (AODA)	✓
	Advisory Committee/Council Review completed	✓
	Student Equity Advisory Committee established	0%
2022-23 STRATEGIC ACTION	Identify policies and procedures requiring updating/revision to address disproportionate access, opportunities, representation, outcomes, and experiences of Indigenous, Black and minoritized groups	60%
	Revise performance appraisals for principals, supervisory officers, the Associate Director and Director to include accountability for goals, actions and outcomes identified in the Roadmap 2020-2023	✓
	Establish Indigenous Student Trustee position	✓

Importance of Identity

Goal:

To identify and disrupt systemic and structural barriers to address disproportionate access, opportunities and outcomes for students and staff who identify as Indigenous, Black and minoritized

Key Indicators:

- Decrease over-representation of Indigenous, Black and minoritized students in suspension, expulsion, exclusion and police engagement
- Decrease disproportionate representation of Indigenous, Black and minoritized students in graduation rates, programs and pathways
- Increase sense of belonging for Indigenous, Black and minoritized students and staff

2020-21 STRATEGIC ACTION	Establish cyclical and continuous collection of identity-based and self-identification data for students who identify as Indigenous, Black and minoritized	✓
	Interpret Valuing Voices: Identity Matters! data and set priorities for analysis	✓
	Establish disaggregated baseline data from Valuing Voices: Identity Matters! on graduation rates, suspension and expulsion rates and student pathways	✓
	Develop and administer Staff Engagement Survey	✓
2021-22 STRATEGIC ACTION	Develop protocols and guidelines for Indigenous cultural and spiritual practices for schools/district	40%
	Establish OCAP reciprocal data sharing agreement with Indigenous community partners	20%
2022-23 STRATEGIC ACTION	Expand Indigenous cultural spaces into all District geographical areas	60%

Build Staff Awareness and Capacity

Goal:

To increase the capacity of staff to understand and apply anti-racist and equitable practices that decrease disparities and disproportionalities in access, opportunities and outcomes for Indigenous, Black and minoritized students and staff

Key Indicators:

- Number of professional learning series developed and launched, with accompanying resources and support, on Indigenous knowledge, anti-racism, anti-oppression and human rights
- Percentage of staff who have completed a professional learning series on Indigenous knowledge, anti-racism, anti-oppression and human rights

2020-21 STRATEGIC ACTION	District is engaged with "critical friends" for ongoing professional development	✓
	Develop and implement mandatory on-line training modules for new staff on Diversity and Inclusion Fundamentals and Unconscious Bias	✓
	Develop timelines and begin implementation for engaging central and district staff in foundational cultural competency training (including anti-racism and anti-oppression)	✓
2021-22 STRATEGIC ACTION	Develop training modules on Indigenous Knowledge and rights, anti-racism, anti-oppression, and human rights	✓
	All staff have engaged in mandatory on-line training modules on Diversity and Inclusion Fundamentals and Unconscious Bias	✓
	Develop annual capacity building series and multimedia campaign on Indigenous Education, Equity and Human Rights	✓
	Implement foundational cultural competency training	✓
2022-23 STRATEGIC ACTION	Develop and implement District Tracking System for professional learning	20%
	Engage system staff in foundational cultural competency training (including anti-racism and anti-oppression)	✓







Increasing Representation

Goal:

To increase representation of Indigenous, Black and minoritized individuals including 2SLGBTQ+ and those living with a disability, in: governance and leadership; staff recruitment, selection and promotion, and student voice.

Key Indicators:

- Number of policies and practices implemented to increase the number of Indigenous, Black and minoritized staff hired, retained and promoted
- Increased number of Indigenous, Black and minoritized staff hired, retained and promoted
- Number of representative roles, networks and councils established and institutionalized to represent Indigenous, Black and minoritized students, staff, and communities

2020-21 STRATEGIC ACTION	Establish and support staff affiliate networks	
2021-22 STRATEGIC ACTION	Initiate Employee Systems Review	50%
	Develop, implement and support Leadership Development Plan for Indigenous, Black and minoritized leaders	
	Establish and implement Equitable Recruitment Strategy	
	Establish Elder in Residence Program	20%
	Establish Indigenous Education Representative in all school sites	
	Expand and establish student leadership councils	60%
	Expand Indigenous Education team	
2022-23 STRATEGIC ACTION	Establish Indigenous Student Trustee position	

Programming and Supports for Students

Goal:

To increase representation of Indigenous, Black and minoritized students in curriculum, courses, programs and pathways

Key Indicators:

- Number of courses developed or redesigned to include and represent Indigenous, Black and minoritized histories, perspectives and ways of knowing in content and delivery
- Increase percentage of Indigenous, Black and minoritized students who report seeing themselves reflected positively in the curriculum
- Decrease disproportionate representation of Indigenous, Black and minoritized students in programs and pathways

2020-21 STRATEGIC ACTION	Establish Indigenous Graduation Coach to support student success	✓
	Establish Graduation Coach for Black Students	✓
	Establish compulsory Grade 11 English: Understanding Contemporary First Nations, Metis and Inuit Voices in all pathways in 15 secondary schools	✓
	Establish InSTEM program in one secondary school	✓
	Partner with OCSB and OCT in joint support for Uquasilirijiit Elders Circle for Inuktitut language teacher accreditation	✓

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Programming and Supports for Students (continued)

2021-22 STRATEGIC ACTION	Redesign Social Studies, History and Geography, Grade 9-12 English curricula to include Indigenous, Black and minoritized, and 2SLGBTQ+ histories, contemporary contributions and perspectives	40%
	Review and modernize supports for English Literacy Development (ELD) program	✓
	Establish compulsory Grade 11 English: Understanding Contemporary First Nations, Metis and Inuit Voices in all secondary schools	✓
	Black Studies course developed and piloted in two secondary sites	✓
	Develop District criteria to guide selection of culturally relevant and responsive education resources	✓
	Establish Rainbow Bridges Program to support 2SLGBTQ+ students transitioning to secondary in three secondary and feeder schools	✓
	Ensure all students have access to technology for learning	✓
	Pilot destreaming grades 9 and 10 in select secondary schools (English and Math)	✓
	Initiate Student Achievement Through Equity Inquiry (SATE) for 11 schools	✓
	Expand InSTEM program (completed on the land)	✓
	Expand math/beading partnerships	✓
	Establish Indigenous language credit course	80%
2022-23 STRATEGIC ACTION	Pilot gender inclusive physical education classes in two secondary sites	✓
	Expand Black studies course and Rainbow Bridges programs	✓
	Pilot Inuktitut Core Languages program at R.E. Wilson Public School	20%
	Establish annual SATE report	✓
	Anishinaabek/Algonquin Elders Circle is established for language speakers accreditation through Ontario College of Teachers	20%

Engagement and Connectedness

Goal:

To build and strengthen collaborative relationships with Indigenous, Black and minoritized students, parents and staff to create a community of belonging, promote excellence and inform actions to eliminate disparities and disproportionalities in service delivery

Key Indicators:

- Increase number of partnerships established and maintained with Indigenous, Black and minoritized communities
- Increase number of youth forums established and maintained with Indigenous, Black and minoritized youth
- Increase percentage of Indigenous, Black and minoritized students reporting a sense of belonging at school

2020-21 STRATEGIC ACTION	Establish Community Engagement Coordinator	✓
	Establish formal partnerships with Wabano and Inuuqatgiit	✓
2021-22 STRATEGIC ACTION	Support for Indigenous community gatherings in schools	✓
	Co-develop and implement Strategy for Community and Parental Engagement and Communication	✓
	Develop and implement anti-racism, anti-Islamophobia, anti-transphobia and anti-homophobia communication campaign	✓
	Establish annual network events to include Indigenous knowledge, equity and human rights themes	✓
	Establish and implement Youth Leading Youth workshops (digital and face to face) led by students from equity seeking groups	✓
	Expand annual Indigenous Youth, Black Student and Rainbow Forums to include school based youth digital networking groups	✓
2022-23 STRATEGIC ACTION	Establish annual conference for girls	20%
	Provide measurement of progress on Community Partnership, Parental Engagement and Communications Strategy	✓
	Measure progress on establishing and developing Community Partnerships/Relationships	✓

*Tracker Updated as of 01 March 2024