



**RENFREW
COUNTY
CATHOLIC**

DISTRICT SCHOOL BOARD

Equity Action Plan

2022-2025



Board Action Plan and Vision

Equity Statements

As a community of believers we strive to:

- Recognize and remove barriers to create just and equitable opportunities for all.
- Instill a deep desire for life-long learning and pursuit of excellence.
- Foster the ability to think critically, communicate effectively and work collaboratively.

Equity Action Plan Pillars

As a community of believers we commit to improving culturally responsive and equitable practice in these areas:

- School and Classroom Practices
- Leadership, Governance and Human Resource Practices.
- Positive Culture and Well-Being
- Data Collection, Integration and Reporting.

The RCCDSB is committed to grounding our work from an Equity Lens. We recognize that we are on a learning journey and the actions and goals contained in this Equity Action Plan are evolving. When we learn more and know better, we are called to do better.

This plan does not exist in isolation. We have embedded equity goals, both implicit and explicit, in our Board Improvement and Equity Plan, our Board Mental Health Plan, our Special Education Plan, our Board Action Plan for Indigenous Education and other RCCDSB strategic plan documents. All of these documents act as companions to the Equity Action Plan and can be publicly viewed on our Board Website.

School and Classroom Practices



Remove barriers to ensure that school and classroom practices are culturally relevant and respect the dignity and diversity of students, staff and community.



Strengthen inclusive and culturally responsive pedagogy, assessment and resources

We are acting:

- Focus on Universal Design for Learning as an engagement point for all students
- Implement de-streaming for grade 9 and monitor student progress
- Provide a mechanism for schools to review resources to ensure that they are culturally responsive, represent diverse lived experiences, including exemplars and decision making tools

We are beginning:

- Provide training to all staff on culturally relevant and responsive pedagogy that is reflective of student needs and lived experiences and does no harm
- Provide learning opportunities on equity and diversity, anti-racism, anti-oppression, human rights, LGBTQ+ for all staff
- Implement the recommendations in the Right to Read, Human Rights decision
- Partner with the Indigenous Education team to select resources and provide cultural opportunities to all students

We are planning:

- Develop partnerships with experts from diverse communities to represent varied perspectives

School and Classroom Practices

Supporting Student Voices

Supporting Student Pathways



We are acting:

- Establish a Student forum for students 7-12 to provide input and direction for the Equity Action plan and the BIEP
- Continue to enhance and monitor Experiential Learning Opportunities such a STEM, Co-Op, SHSM, Dual Credit
- Enhance and monitor the effectiveness of the implementation of NBE 3U/C/E

We are beginning:

- Enhance the position of the Indigenous Graduation Coach to further support and provide opportunities for Self-Identified Indigenous students.
- Strengthen opportunities for students in grades 7-9 and their families to utilize MyBlueprint and other mechanisms to learn more about secondary pathways to maximize opportunities

We are planning:

- Establish and implement robust opportunities for students to engage in learning about equity, diversity, anti-racism

School and Classroom Practices



Improved Parent engagement and community partnerships to support equity



We are acting:

- Provide learning opportunities for Parent Involvement Committee (PIC)

We are beginning:

- Identify and strengthen community partnerships that promote relationships with diverse groups and organizations that support and seek equity initiatives

We are planning:

- Establish mechanisms to collaborate with parents to identify perspectives and needs for families with diverse backgrounds

Leadership, Governance and Human Resource Practices



Refine and enhance Equity and Human Rights planning and reporting system:

We are acting:

- Add accountability to equity and human rights into the performance plan process for principal/vice-principal and supervisory officers appraisal process
- Enhance reporting to trustees on the progress of equity goals in the Director's annual report

We are beginning:

- Refine and enhance the standing Equity Action table
- Develop and Implement an action plan for equitable hiring practices

We are planning:

- Establish an Equity advisory council comprised of students, educators, support staff and community stakeholders to meet a minimum 3 times a year

Leadership, Governance and Human Resource Practices



Professional Development focused on Equity, inclusion and Human Rights:

We are acting:

- Provide learning opportunities on equity and diversity, Indigenous education and culture, anti-racism, anti-oppression, human rights, LGBTQ+ for senior leaders, human resources staff, and trustees
- Enhance educator and leader knowledge and understanding of Indigenous culture, History and Truth as indicated in the Indigenous Education Board Action Plan

We are beginning:

- Continue to embed equity and diversity training and activities into monthly leadership team meetings for system leaders.

Positive Culture and Well-Being

We are acting:

- Monitor number of Human Rights complaints raised and resolved both informally and formally
- Continue to implement school climate surveys to identify barriers and gather perceptual data on: Safe and accepting schools and the percentage of students who see themselves reflected and affirmed in their learning. Share results with staff and school councils and use data to inform school improvement planning and system improvement goals
- Support training for Board tier 2 and 3 mental health support staff in equity, diversity, including and culturally responsive practices

We are beginning:

- Implement process to review board policies and procedures to identify and remove systemic barriers. Monitor progress.
- Review and assess business procedures to ensure that they are culturally responsive

We are planning:

- Review board Human Right's policies to support improved mechanisms to support code-based discrimination and harassment.
- Implement Invitational staff Equity Planning/Feedback session.

Data Collection, Integration and Reporting

Student & Family Data Collection:

We are acting:

- Continue Consultation with community partners in preparation for Fall 2022 implementation of the Student Census
- Collate and review data

We are beginning:

- Incorporate results and recommendations into the Board Strategic Plan, Equity Action Plan and BIEP.
- Review and update School Climate Survey from an equity, inclusion and diversity lens and continue to implement in schools on a rotational basis.
- Share results from the Demographic Student Census with internal and external stakeholders, including the Board of Trustees, for feedback and recommendations

Staff Data Collection:

We are planning:

- Implement consultation plan for staff census with union groups and other stakeholders.
- Work toward implementation of a staff census
- Share results with stakeholders to gather feedback to inform next steps and incorporate feedback into the Board Strategic Plan and Equity Action Plan