



Date of Meeting: 2020 Mar 3

Item #: 4.0

<b>REPORT TO:</b>	<input type="checkbox"/> Administrative Council <input checked="" type="checkbox"/> Program and School Services Advisory Committee <input type="checkbox"/> Policy Working Committee <input type="checkbox"/> Planning and Priorities Advisory Committee <input type="checkbox"/> Board <input type="checkbox"/> Other:
	For Board Meetings: <input type="checkbox"/> PUBLIC <input type="checkbox"/> IN-CAMERA
<b>TITLE OF REPORT:</b>	Operational Plan Equity Update
<b>PRESENTED BY:</b> <i>(list ONLY those attending the meeting)</i>	Sheila Powell, Superintendent of Student Achievement Linda Nicholls, Superintendent of Human Resources Purveen Skinner, Superintendent of Human Resources Christine Stager, Manager, Research and Assessment Services Andrea Marlowe, Diversity and Equity Coordinator
<b>PRESENTED FOR:</b>	<input type="checkbox"/> Approval <input type="checkbox"/> Input/Advice <input checked="" type="checkbox"/> Information
<b>Recommendation(s):</b> <i>(only required when presented for approval)</i>	
<b>Purpose:</b>	To provide an update on the Equity work of the Operational Plan, with reference to goal #1, "To improve school climate" and a more detailed focus on goal #3, "To address barriers to workplace equity and inclusion for staff". The presentation will provide an overview of the identity-based results from the Everyone Belongs Staff Survey as well as an update on the Free the Flow initiative.
<b>Content:</b>	<ul style="list-style-type: none"> <li>Overview of the status of the Free the Flow initiative</li> <li>Background information on the purpose of the Everyone Belongs Staff Survey and the process involved in developing and administering the survey</li> <li>Summary of the identity-based results of the Staff Survey</li> <li>Overview of the monitoring, targets, and next steps connected to goal #3 of the Equity Operational Plan</li> <li>Update on the Free the Flow initiative</li> </ul>
<b>Financial Implications:</b>	
<b>Timeline:</b>	
<b>Communications:</b>	
<b>Appendices:</b>	Equity update presentation

**Strategic Priority Area(s):**

<b>Relationships:</b>	<input checked="" type="checkbox"/> Students, families and staff are welcomed, respected and valued as partners. <input checked="" type="checkbox"/> Promote and build connections to foster mutually respectful communication among students, families, staff and the broader community. <input checked="" type="checkbox"/> Create opportunities for collaboration and partnerships.
<b>Equity and Diversity:</b>	<input type="checkbox"/> Create opportunities for equitable access to programs and services for students. <input checked="" type="checkbox"/> Students and all partners feel heard, valued and supported. <input checked="" type="checkbox"/> Programs and services embrace the culture and diversity of students and all partners.
<b>Achievement and Well-Being:</b>	<input type="checkbox"/> More students demonstrate growth and achieve student learning outcomes with a specific focus on numeracy and literacy. <input type="checkbox"/> Staff will demonstrate excellence in instructional practices. <input type="checkbox"/> Enhance the safety and well-being of students and staff.

Form Revised January 2020



# Operational Plan EQUITY UPDATE

Program and School Services Advisory Committee Meeting  
March 3, 2020

# Strategic Priorities, 2018-2021

## **ACHIEVEMENT AND WELL-BEING**

We engage in innovative learning experiences that promote excellence in student achievement and well-being.

## **EQUITY AND DIVERSITY**

We provide an equitable and inclusive environment that champions learning opportunities for all.

## **RELATIONSHIPS**

We build positive relationships with all members of our education community to foster an engaged and inclusive board culture.

# Create equitable and inclusive learning and work environments for students and staff

## Equity

### Targeted Outcomes:

Increase student response rate on the School Climate survey

Complete and share School Climate plan

Complete and share plan to address barriers to workplace equity and inclusion

Reduce suspension rates with a focus on students with an Individual Education Plan

### Goal One:

To improve school climate

### Goal Two:

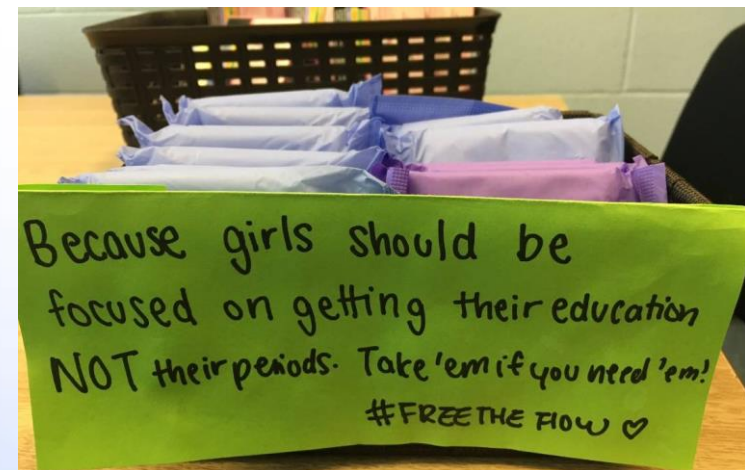
To reduce overall suspension rates with a focus on students with an Individual Education Plan (IEP)

### Goal Three:

To address barriers to workplace equity and inclusion for staff

# Free the Flow

- Provincially recognized initiative led by Student Trustee Sarah Chun
- 180 no charge combination napkin/tampon dispensers have been added to all of our female and all-gender washrooms in our 27 high schools
- We are currently assessing expanding this initiative to all our TVDSB Adult and Alternative Education sites, Outdoor Education sites and to our senior female and all-gender washrooms at our Elementary Schools
- To ensure a common understanding of this initiative, all custodians were trained by our Culture for Learning team on gender identity and expression





# Purpose & Goals of the Everyone Belongs Staff Survey

## What is the purpose?

To collect quality, relevant, anonymous employee demographic data to enable and mobilize evidence-based decision-making in TVDSB.

### GOALS

Understand and Support the Diversity of our Employees

Eliminate Barriers for Staff

Inform Professional Development, Training, and Succession Planning

Influence Recruitment, Promotional Practices, and Retention

Inform System Policies, Procedures, and Programs

Strive for a Workforce that Reflects our Student Population

# Survey Development



## Consultations Involved:

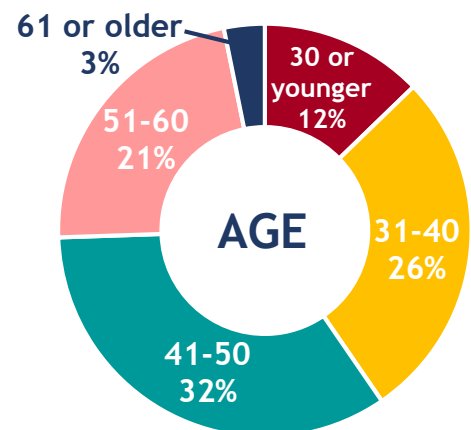
- ✓ All Labour and Employee Groups
- ✓ Internal TVDSB Departments
- ✓ Community Organizations
- ✓ Medical Personnel
- ✓ Resource Documents
- ✓ Other School Boards



# Everyone Belongs at Thames Valley

## 2018-2019 Staff Survey

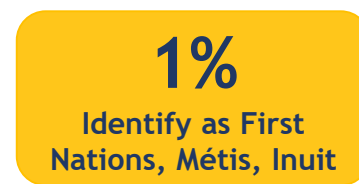
### Identity-Based Data Results



### GENDER IDENTITY



Survey received a total of 5144 responses



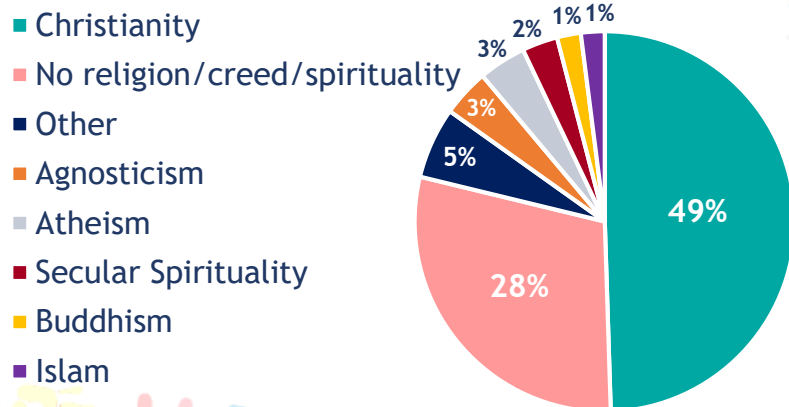
### RACIAL IDENTITY

Racial Identity	Percentage
White	89%
Black	1%
Middle Eastern	1%
East Asian	<1%
Indigenous	<1%
Latin American/ Latinx	<1%
Multiracial	<1%
South Asian	<1%
South East Asian	<1%
West Indian	<1%

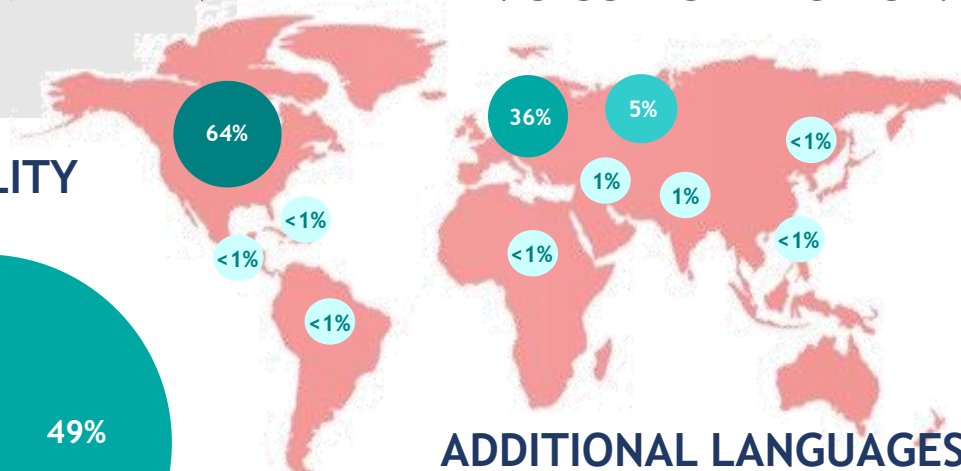
### SEXUAL ORIENTATION

Heterosexual/Straight	84%
Asexual	2%
Bisexual	1%
Gay	1%
Lesbian	<1%
Pansexual/Polysexual	<1%
Queer	<1%
Questioning	<1%
Two-Spirit	<1%

### RELIGION, CREED, SPIRITUALITY



### ETHNIC/CULTURAL ORIGIN



### ADDITIONAL LANGUAGES SPOKEN



### EMPLOYEE GROUP



Note: Most questions allowed multiple responses and not all staff responded to all questions.

OCTOBER 2019



# Impact of the strategies will be monitored through:

A comprehensive Work Plan that:

- 1) identifies barriers, policies, programs, and/or practices that will be revised and/or developed based on survey results
- 2) outlines how the barriers will be addressed, including who will lead the work and what actions will be taken

# Targeted outcomes for the current school year

- Compile and share survey results with employees, labour groups, Trustees
- Complete and share our plan to address barriers to workplace equity and inclusion

# Initial Next Steps

- Development of *Equitable Recruitment, Selection and Promotion of Staff* Policy and Procedure
- Creating digital job fairs to eliminate barriers to attend in person
- Revised Unconscious Bias Training to be rolled out with those who interview at the Board
- Education Centre and school events continue to enhance staff learning and recognize the diversity of our community
- Ongoing and intentional sharing of resources with educators to help them create culturally responsive classrooms and schools

**Thank You**

