



The Near North District School Board is committed to equity and inclusion and the elimination of discrimination and racism in education.

We acknowledge that systemic racism, bias and discrimination exists in Ontario and is experienced by students, families and staff in Black, Indigenous and racialized communities. We are committed to working with our communities to listen for understanding about their lived experiences and the harm caused by racism. We will work hard to identify and eliminate barriers created by bias and systemic racism.

We are committed to doing better to promote equitable and inclusive learning and working environments. While the NNDSB has taken significant steps in relation to equity and inclusion, we acknowledge and recognize that there is more to be done. Our schools need to be places where all of our students can flourish, in safe and accepting environments. There is no place for discrimination in NNDSB.

The following represent some specific actions staff will be taking on in the 2020-21 school year:

- establishing an Equity Advisory Committee to represent diverse voices;
- continue working with students, staff and stakeholder groups to understand and take action around the data from the recent This is Me student identify survey;
- continue to review and enhance curriculum resources to better support anti-racism curriculum and culturally responsive pedagogy;
- provide professional learning on equity, anti-racism, bias, and human rights for staff and the Board of Trustees; and
- continue to apply the lens of equity and inclusion in both policy and practice by upholding our shared obligation to promote human rights.

We must all work together to achieve our vision of a fully inclusive education system.