

# EDUCATION EQUITY OFFICE CAMPAIGN

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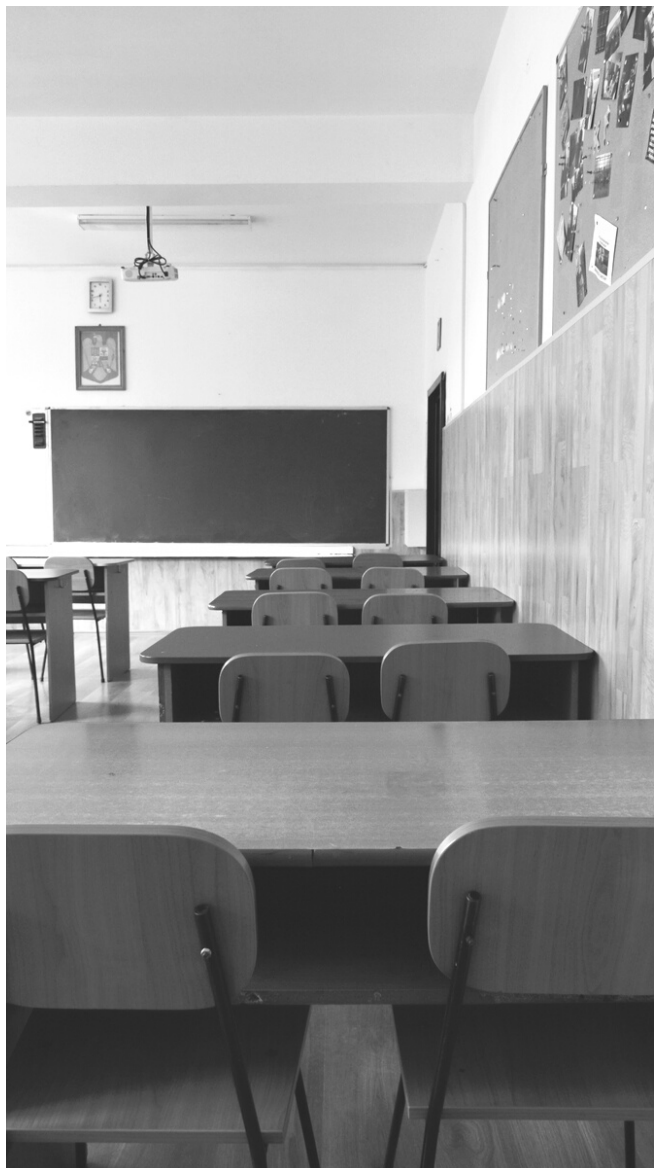
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# EDUCATION EQUITY OFFICE CAMPAIGN



## BACKGROUND

Equity Matters is a coalition of Indigenous, newcomer/racialized, and community-based groups who believe that, in order to improve educational outcomes for ALL students, a Provincial Education Equity Secretariat within the provincial government and Education Equity Offices within local school districts must be established. To date, 80 groups have endorsed the Education Equity Office Campaign.

The State of Equity in Education Reports, released by the Winnipeg Indigenous Executive Circle and the Newcomers Education Coalition in October, 2020, were based on the guiding principle that in order to improve the outcomes Indigenous and racialized students, they need to see themselves better reflected in the curriculum and staff working at all levels in the public school system.

According to the State of Equity in Education Reports, in the city of Winnipeg, there is an underrepresentation of Indigenous Peoples and racialized persons as school trustees, teachers and students in the faculties of education.

- Only one of the six school divisions in Winnipeg has an employment equity policy/program.
- There needs to be 600 more Indigenous teachers in Winnipeg schools in order for the teaching staff to be more representative of the communities they serve.
- Student and teacher self-identification data for members of racialized communities is presently not collected by the provincial government or Winnipeg school divisions. This type of information is critical in order to make the case to address education equity issues for racialized communities, including the underrepresentation of racialized teachers in public schools.

# REPRESENTATION MATTERS

An antiquated system of public school governance does not address the systemic issues that further entrench the dominant voices of our society on either elected school boards or with appointed governance structures. A modern system of school governance acknowledges the impact of colonization and systemic racism, and actively changes the way these institutions function.

Representation matters when it comes to who is included and excluded as teachers in the classrooms of our public schools. Indigenous and racialized students need to see themselves better reflected in the curriculum and teaching staff of their schools.

An antiquated public school system does not have the equity target setting, monitoring and planning systems in place to develop a workforce that is representative of the communities being served. A modern public school system would have an explicit equity focus to impact policy, administrative action, decolonization and anti-racism instructional practice, professional and human resource development, community and parent engagement, accountability by all stakeholders, and monitoring improvement to support high achievement for all diverse students.



# PEEL DISTRICT SCHOOL BOARD: ADDRESSING SYSTEMIC RACISM

In June 2020, the Ontario provincial government took over running the Peel District School Board (PDSB) by placing it under supervision after an independent external review concluded that the PDSB did not have the capacity to address the issues of systemic racism identified in the 29 recommendations of the external review. One of the key recommendations of the external review of the Peel District School Board was to “establish a new, robust Education Equity Office.”

The Minister of Education in the province of Ontario endorsed each of the recommendations of the external review of the PDSB, including the importance of establishing an Education Equity Office within the school district in order to have an organizational structure in place to address issues of systemic racism on a proactive and on-going basis.

## KEY ELEMENTS: EDUCATION EQUITY OFFICE



# KEY FEATURES: EDUCATION EQUITY OFFICE

1. Managed by a senior leadership position – Chief Equity Officer or Superintendent of Equity.
2. Community outreach staff to liaise with parents and community partners.
3. Develop anti-racism policy in consultation with the community.
4. Annual equity action plan and equity accountability report card to address systemic inequities experienced by students and staff, including clearly defined student-centred outcomes to eliminate disparities in achievement of students informed by disaggregated race/equity-based data.
5. Development and implementation of equity-based curriculum.
6. Develop and implement comprehensive professional learning plan for staff on equity, decolonization and anti-racism instructional practice, anti-oppression, reconciliation and restorative practices.
7. Regular self-identification census of students and staff in order to develop equity-based profile of school district/community.
8. Monitor employment equity policy and program, including:
  - a. implementation of external employment equity audit
  - b. implementation of external employment systems review
  - c. setting targets for each employee group
  - d. development and monitoring of employee self-identification process
  - e. reporting on employee advancement data
  - f. reporting on retention rates for each employee group
  - g. annual report to promote transparency and accountability of outcomes
  - h. identification of systemic barriers in policies, procedures and practice
9. Collect disaggregated student data (gender, grade, Indigeneity, race, disability, sexual orientation):
  - a. suspensions (in-school and out-of-school)
  - b. absenteeism
  - c. graduation rates
  - d. credit accumulation
  - e. representation in applied and academic courses
  - f. representation in special education
10. Comprehensive equity audits of schools, including the naming of schools, mascots, and learning materials used in libraries and classrooms.

# CALL TO ACTION

We, the undersigned organizations, are calling upon the provincial government and local school boards to modernize the public school system by establishing:

1. Education Equity Secretariat within the provincial government; and
2. Education Equity Office within the city of Winnipeg to:
  - improve academic outcomes for ALL students; and
  - address the barriers faced by students from Indigenous, racialized and oppressed communities in order to better meet their aspirations and needs.

## ENDORSED BY

Aboriginal Council of Winnipeg

Canadian African Muslim Women  
Association

Aboriginal Health and Wellness Centre of  
Winnipeg Inc.

Canadian Community Economic  
Development Network – Manitoba

African Communities of Manitoba Inc.

Canadian Centre for Policy Alternatives –  
Manitoba

Albanian Canadian Community of Manitoba

Central Park Women’s Resource Centre

Altered Minds Inc.

Centre for Aboriginal Human Resource  
Development

Art City

Aurora Family Centre

Coalition of Filipino-Canadians for  
Stronger Families Inc.

Bilal Community and Family Centre

## ENDORSED BY (CONTINUED)

Community Education Development  
Association

Council of South Sudan Communities of  
Manitoba

Dean of the Faculty of Education -  
University of Manitoba

Educators of Colour

Elizabeth Fry Society

Elmwood Community Resource Centre

Ethnocultural Council of Manitoba -  
Stronger Together Inc.

Graffiti Art Gallery

Healthy Muslim Families

Immigrant Refugee Community  
Organization of Manitoba (IRCOM)

Immigration Partnership Winnipeg

Inclusion Winnipeg

Indigenous Chamber of Commerce

Indigenous Vision for the North End

Indigenous Women's Healing Centre

Islamic Social Services Association

John Howard Society of Manitoba

Ka Ni Kanichihk

Klinik Community Health

Knowles Centre Inc.

Kurdish Initiative for Refugees Inc.

The Laurel Centre

Louis Riel School Division

Macdonald Youth Services

Make Poverty History

Ma Mawi Wi Chi Itata Centre

## ENDORSED BY (CONTINUED)

Manitoba Association of Newcomer  
Serving Organizations

Ndinawemaaganag Endaawaad

Manitoba Association of Parent Councils

Neeginan Centre

Manitoba Association for Rights and  
Liberties (MARL)

Newcomer Education Coalition

Manitoba Association of School  
Superintendents (MASS)

Newcomer Employment and Education  
Development Services Inc. (NEEDS)

Manitoba Islamic Association

New Directions for Children, Youth, Adults  
and Families

Manitoba Possible

North End Community Renewal  
Corporation

Manitoba School Improvement  
Program/The Peaceful Village

North End Women's Centre

Manitoba Teachers' Society

North Point Douglas Women's Centre

Marymound Inc.

Pembina Trails School Board

Mennonite Central Committee of  
Manitoba

Philippine Heritage Council of Manitoba

Mount Carmel Clinic

Rainbow Resource Centre

Native Clan Organization

Refugee Immigrant Farming and  
Integration in Manitoba



## ENDORSED BY (CONTINUED)

Resource Assistance for Youth (RAY)	West Central Women's Resource Centre
River East Transcona School Division	Winnipeg Aboriginal Sport Achievement Centre (WASAC)
Rossbrook House	Winnipeg Indigenous Executive Circle
SEED Winnipeg	Winnipeg School Division
Social Planning Council of Winnipeg	Winnipeg Trails Association
Success Skills Centre	Women of Colour Community Leadership Initiative
St. James-Assiniboia School Division	Women's Health Clinic
United Jewish People's Order	Youth Agencies Alliance
Urban Circle Training Centre Inc.	Youville Centre
Urban and Inner City Studies Program – University of Winnipeg	
West Broadway Community Organization	

