

Equity and Inclusivity Meeting
Humbercrest P.S School Advisory Council
November 10th, 2021 6:30pm - 7:30pm
Virtual Meeting

Attendance: Kelly, Jigna, Simona, Dan, Saba, Becky, Darina, Ibi, Hussein, Sasha (sp?)

Agenda

1. Introductions
2. What was done last year?
3. Define Mission
4. What are our measures for success?
5. What are our next steps

What was done last year?

Equity as Anti-Oppression. Who are we serving well, and who are we not serving well? Who is sent to the office? Who is being counselled out of programs? Who has an IEP? Why? What do our Assemblies reward? It is time to disrupt automaticity and have more critical conversations.

Last year, we needed current student data as a starting point. A survey was sent out to all Gr.4 - Gr.8 students in 2020/2021. Approx. 75% of the students participated. The answers allowed us to understand where we are at.

As a result, the school established 2 new clubs: Gender Sexuality Alliance (GSA) and the Black Student Alliance (BSA). Class visits were held to discuss Human Rights, Protected Grounds in addition to teaching students ways of reporting discrimination.

Defining our Mission

Time given to read the Mandate and Goals.

Clarification was given that the Mission needs to be approved by SAC.

It will need to be updated in the near future.

Question: In the past, how did we communicate our learning to the community?

The results of the survey were shared with the SAC, Staff and Students to allow for other interpretations of the data. Our equity goals are shared through weekly Communications from the office.

Noted that a new Policy regarding Protected Grounds, Discrimination and Bias should be included as a resource informing our mandate.

An interest in having a line of communication to the GSA & BSA through this equity group. A staff representative of GSA shared more details. Group meeting weekly at lunch. Many students have gathered to create a safe and inclusive space for kids Gr.4 - Gr.8.

What are our measures for success?

- The survey from last year
- Incidents reported

Noted that it is hard to measure unreported incidents.

Is there a way for kids to report anonymously? No.

Naturally, if students are more aware of the way to report, there will be more incidents. The office is responding to reports of a significant volume this year.

Next steps:

How do we help parents speak to kids about respecting all identities?

What education sessions may we offer to the parent community have conversations about inclusivity?

How might we want to collect data from the primary grades in age appropriate language?

Next Meeting: Wednesday, November 24th 6:30 - 7:30pm

Look at questions from the survey and the findings

Decide what the focus will be this year

Consider which initiatives were not successful last year and why?