

# EQUITY ACTION PLAN

2021-2024



# OVERVIEW

Hastings and Prince Edward District School Board (HPEDSB) is committed to excellence in education and supporting optimal learning and achievement for all students. Equity of opportunity and equity of access to all programs, services and resources are critical to the well-being of those who serve our school system and to the achievement of successful outcomes for each student we serve.

The board is also committed to the elimination of discrimination as outlined in Ontario's Ministry of Education *Equity and Inclusive Education Strategy*, *Ontario's Education Equity Action Plan*, and the *Ontario Human Rights Code*.

**The HPEDSB Equity Action Plan focuses on four priority areas:**

- **school and classroom practices**
- **leadership and human resources practices**
- **positive culture and well-being**
- **data collection and reporting**

The actions associated with each of these areas will guide HPEDSB in ensuring our schools are equitable, accessible and inclusive environments—places where all students, staff, parents/guardians and community members feel safe, appreciated and respected for their unique contributions to the HPEDSB family.

# VISION

All staff and students are seen, heard, and welcomed as they are, so we all belong and thrive.



# SCHOOL AND CLASSROOM PRACTICES

**GOAL:** To ensure that school and classroom practices reflect and respond to the diversity of our students, staff and school communities. We are committed to teaching and learning that is responsive to both students' needs and who they are, in order to ensure that all students feel safe, accepted and inspired to succeed.

The actions created to accomplish this goal are informed by the five guiding questions in the Board Improvement Plan that lead to culturally responsive teaching:

1. Who are our students as learners?
2. What do we want them to be able to know and do?
3. How will we program to support student learning?
4. How will we know if students are progressing and achieving?
5. What will we do for those who continue to struggle?



## INITIAL ACTIONS

- Design and launch an equity resource site
- Create and launch a bi-monthly digital equity publication

# SCHOOL AND CLASSROOM PRACTICES

## ACTION STEPS

Provide ongoing and regular school-based professional development, organized by the school equity team.

Offer professional development and training to ensure our schools are trauma-informed and trauma sensitive.

Continue to implement teaching practices and curriculum that reflect the needs and realities of all students.

Complete bi-yearly equity walks by school-based equity teams.

Develop intentional equity school improvement goals based on equity walks and equity team reflections.

Create school-based equity teams that include student voice, staff and community representation, and inclusion of diversity of individuals.



# LEADERSHIP AND HUMAN RESOURCES PRACTICES

**GOAL:** To create safe, diverse, and inclusive learning and work environments where all are committed and accountable to equity, inclusion, and upholding human rights.

## INITIAL ACTION

- Update and relaunch the HPEDSB Resource Guide for Gender Expression and Identity



## ACTION STEPS

Develop equity, diversity and inclusivity (EDI) best practice guide for HPEDSB employees.

Launch EDI pilot mentorship program for staff focused on guidance and coaching.

Provide EDI professional development and training for all staff.

Establish a Safe Space Forum for the internal support of staff to make EDI conversations more frequent and accessible.

Create a restorative justice initiative that restores accountability and relationships by providing crisis interventions for culturally sensitive issues.

# POSITIVE CULTURE AND WELL-BEING

**GOAL:** To develop an equitable, inclusive learning and work environment that empowers all students and staff to succeed and feel safe, included and respected.

## INITIAL ACTION

- Fly the Progress Pride Flag at HPEDSB schools and buildings

## ACTION STEPS

Create an equity, diversity and inclusion (EDI) resource guide that includes a glossary of equity, diversity and inclusion language and best practices for staff and students.



Develop a community/staff network to support schools and provide guidance

Establish EDI school champions to lead school-based equity teams.

Create an equity team handbook.

Develop a staff and student feedback tool to track the progress of well-being and positive culture actions in schools.

# DATA COLLECTION AND REPORTING

**GOAL:** To collect and analyse data to address barriers to student success so we create safe, inclusive learning and working environments.

## INITIAL ACTION

- Create and implement a voluntary K-12 student and staff census to collect identity-based data

## ACTION STEPS

Collect and analyze positive culture and well-being data.

Monitor, analyze and review school incident reports and Safe Schools data for discriminatory practices.

Track restorative justice data to inform future actions

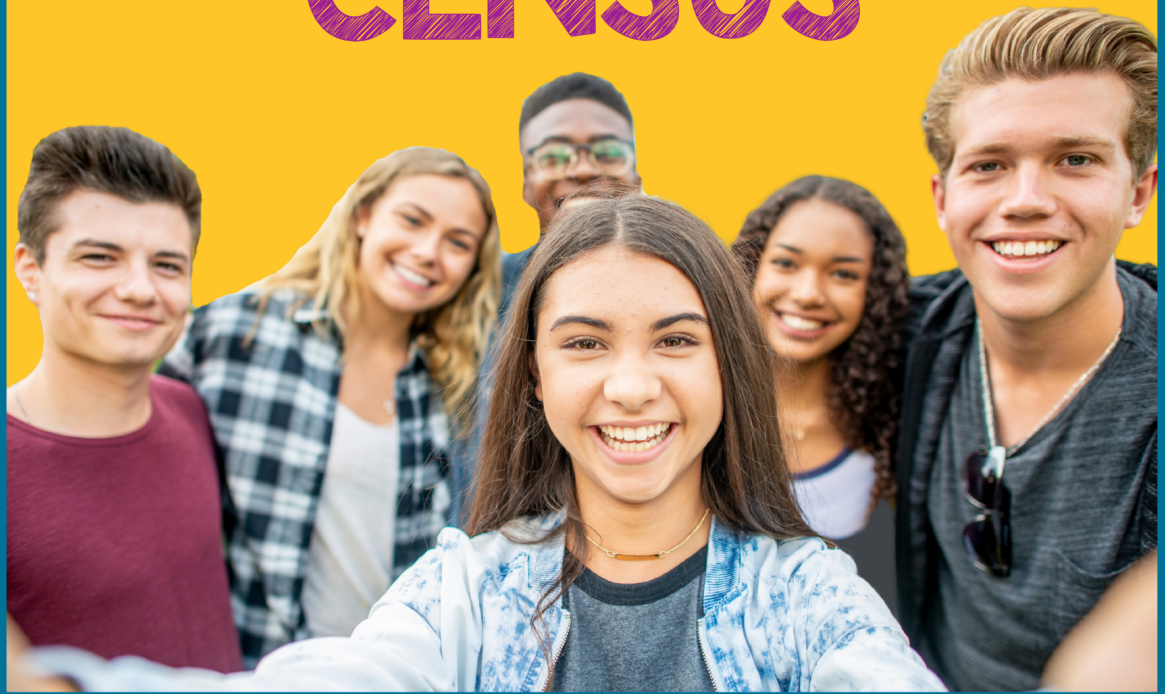
Create and implement guidelines for information and data collection by school-based equity teams.



Let's work together to support equity for all students  
Help us learn more about you!

EQUITY • INCLUSION • ACHIEVEMENT • BELONGING

# STUDENT CENSUS



**This is Me**  
in HPE



Learn more about the  
student census at

[www.HPEschools.ca/census](http://www.HPEschools.ca/census)



September 2021

**HPE**  
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