



**DURHAM CATHOLIC
DISTRICT SCHOOL BOARD**
Learning and Living in Faith

Regular Board Meeting
Monday, April 22, 2024

Public Delegation

Delegation by – P.a.r.e.n.t.s. of Durham Region

Topic – Trustee Commitment to Addressing Anti-Black Racism

Addressing Anti-Black Racism in the DCDSB

Black Parents Presentation
April 22, 2024





Where we are: Crisis of Anti-Black Racism in DCDSB



30

Years of reports



Teacher Diversity Gap



Systemic anti-Black racism in Ontario's publicly-funded education system is **a crisis.**



Ontario
Human Rights Commission
Commission ontarienne des
droits de la personne



Lower Outcomes for
Black Students



Eurocentric Curriculum

What needs to change:



Acknowledge

Acknowledge the problem

- DCDSB lags behind
- Acknowledge systemic anti-Black racism as a crisis
- Take Anti-Black racism training and offer to parent committees
- Hire dedicated Director
- Drive accountability

Response requested no later than May 15, 2024.

What needs to change:



Diversity Gap

Hire Black educators.

- Develop policy to proactively and specifically recruit and retain Black educators & leaders
- Replace lead equity position



Student Safety

Improve Student Safety

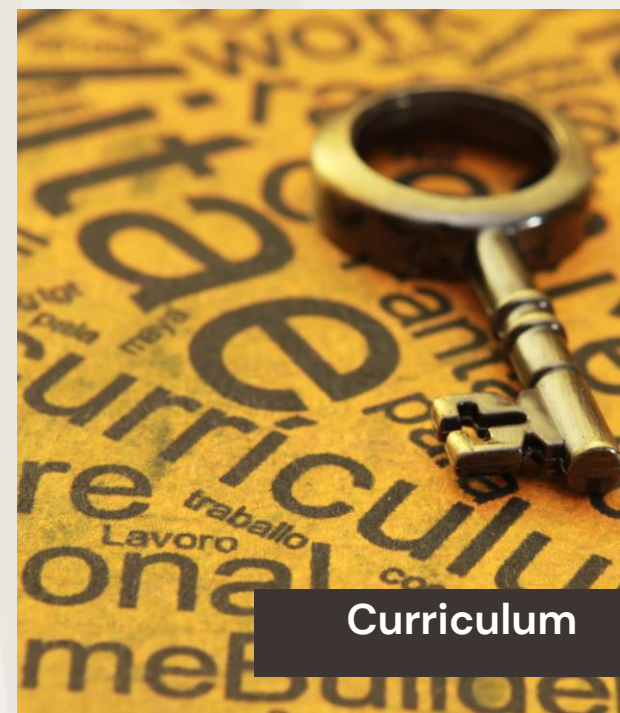
- Create policy to support Black student safety
- Revamp gatekeeping reporting such as “Report It” button and increase accountability
- Confirm uptake on training



Transparency & Accountability

Collect & Release Data Per OHRC recommendations

- School Climate; Employee Census; Racial Incidents & Outcomes
- Require performance plans with goals to eliminate disparities



Curriculum

Inclusive Curriculum

- Deconstructing Anti-Black racism course in every school
- Imbed Black history – especially in February
- Visit schools

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OHRC Recommended and Actions for Trustees:



- School board trustees should recognize that anti-Black racism in education negatively impacts Black students and develop a stated commitment to race equity and addressing anti-Black racism
- School board trustees should receive ongoing training on equity, anti-racism, and anti-oppression with a specific focus on anti-Black racism
- School board trustees should ensure equity-related competencies are included in the job description and performance appraisal of the director of education
- School board trustees should ensure that in the hiring process candidates for the director of education are asked about issues of education equity, racism, and oppression, their demonstrated commitment to education equity, and their plans to address the identified issues in their new role
- School boards should review their employment application processes to determine whether otherwise qualified racialized candidates are being screened out; report the results of the review at a public meeting of the Board of Trustees.
- School board trustees should establish a board-level Black Advisory Committee to hear from Black parents, Black students, and the Black community about issues of concern to them



Resources (Links)

[Tackling anti-Black racism in education](#) - OHRC

[Anti-Black Racism in Education: Compendium of Recommendations](#) - OHRC

[Voices of Black Educators An Experiential Report](#) - ONASBE

[Systemic Anti-Black Racism by the Numbers](#) -Turner Group

[Black Student Achievement in TDSB](#)

[Compendium of Action for Black Student Success](#) - DDSB

[System-Abuse-Report](#) - Parents of Black Children

Response requested no later than May 15, 2024. Thank you.

