



Dismantling Anti-Black Racism

GECD SB

2022

STRATEGY

Guiding Principles

Anti-Black racism is a systemic problem in education: Many studies have identified and explored anti-Black racism within Ontario's education system. Anti-Black racism is a systemic problem in the education system and throughout society, and harm can be perpetuated by even the most well-meaning and competent staff.

Poor education outcomes reflect systemic biases, not ability. Black children experience an educational system that limits their ability to learn. The gap in achievement for Black students does not reflect innate ability, but instead reflects the systemic anti-Black racism within the education system.

Black parents and communities must be engaged as partners in their child's education: Educators and school administrators need to engage Black parents and communities to gain trust and create a positive and inclusive learning environment that supports the academic achievement and well-being of Black students. It is through these relationships that educators will understand where their students come from so that they can create an environment that is a place of safety, growth, and learning.

Urgent change is needed: This strategy will be implemented with urgency, recognizing that generations of Black students in Windsor and Essex county have experienced anti-Black racism in education. While change is hard and takes time, it is more likely to be embraced by staff when it is treated as a priority and a sense of urgency is felt at all levels of the Board.

Ideology and culture need to change, not only behaviours: In order to change outcomes for Black students, the ideology and culture that sustain anti-Black racism need to change, not simply the behaviours of individuals.

The Board will adopt a learning mindset when implementing this strategy: The Board will act with courage, sustained focus, and endurance to embrace innovation. Recognizing that not all initiatives in this strategy may have the desired impact, the Board will adopt a learning mindset when implementing this strategy. Outcomes will be assessed as the strategy is being implemented, and the needed adjustments will be made to ensure that the initiatives are having the intended impact.

The measures of progress for Black students and staff will be outcomes, not activities: Success will be measured not by the completion of actions but by the change made to the well-being and academic achievement of Black students and the representation and well-being of Black staff.

Accountability and transparency: Accountability for and commitment to the implementation of this strategy must be visible throughout the organization and in the community, and be clearly articulated and demonstrated by senior leaders. The Board will be open, transparent, and accountable in its implementation of this strategy, which will include meaningful engagement of Black communities and timely public reporting.

These priorities...

...will be implemented over the coming 5 years and will be adjusted as the internal and external environments change.

...are not listed in order of importance. The success of this strategy relies on equal and sustained attention to each priority.

Priority 1:

Senior leaders will boldly lead the implementation of this strategy

Priority 2:

Foster Black-affirming and anti-racist learning environments

Priority 3:

Improve the ways in which Black parents and communities are engaged

Priority 4:

Inspire and support Black student success

Priority 5:

Hire and support more Black staff

Black children, families and staff

