

What's your B?

Increase staff diversity

More awareness of unconscious bias both personally and at work identify racism - name it and act on it.

Create a space where everyone is treated equally and is fully valued as contributing members of the class, school, and board. Integrated curriculum that includes multiple world views and knowledge.

A clear idea of roles at school boards in Ontario and who is in charge of equity and inclusion. A strong sense of what equity consultants do and how we could work together to coordinate activity and professional learning

ENDGAME: A world of no EDI work - where we see each other as people...not labels.

My B looks like the principles of connectivism: a people-first, open norm system where people can be curious, create and connect -- come as you are and be honoured for your authentic self. But also justice - economic, legal and access.

Developing curriculum resources for Adult ESL

• I'd like to be made aware of my unconscious bias (self-exploration and/or others pointing it out with efforts to put up mirror and not judge) • Would like to see multi-faith's and other religious holidays acknowledged during school announcements

Where every person is seen as and treated as equal.

What's your A?

No staff diversity

Personally in a continuous growth process. I am aware of a lot but I still have a lot to learn. School - working toward being fully inclusive, but there is always more room to grow. Teachers are predominantly of Caucasian background with minimal di

lack of diversity in upper management

Our baseline knowledge is uneven and unclear ----we do not have access to diverse adult students and their perspectives. We still have huge learning needs!

-citizenship materials that don't accurately reflect Canadian history- some students not accepting LGBTQ+ individuals

I don't often mix with or get to know people too different from myself - therefore may not present opportunities to have to look at my unconscious biases

Curriculum developed for K-12 panel concerning equity and diversity

Why are you not at B?

We have not made this a priority. Other deliverables get in the way and our default is to continue to do the same things that we always have.

funding, politics of moving initiatives ahead, lack of commitment

Justice is what love looks like when it acts in public. I think that often we skirt around the things that it would take for actual justice to happen. We do work but not THE work.

Same hiring process repeated - not surprisingly same results. We need to work on this between hiring and not wait until we need a new hire (usually right away)

Learning and changing take time. Right now, it is a process. Hopefully, some day soon, it will be the norm rather than an ideal goal.

Not enough applicants for teaching positions, lack of value for education