



Moving Forward Together in Equity, Diversity & Inclusion



**FORWARD
TOGETHER**

CESBA Conference 2024
December 4-5
CELEBRATING 25 YEARS

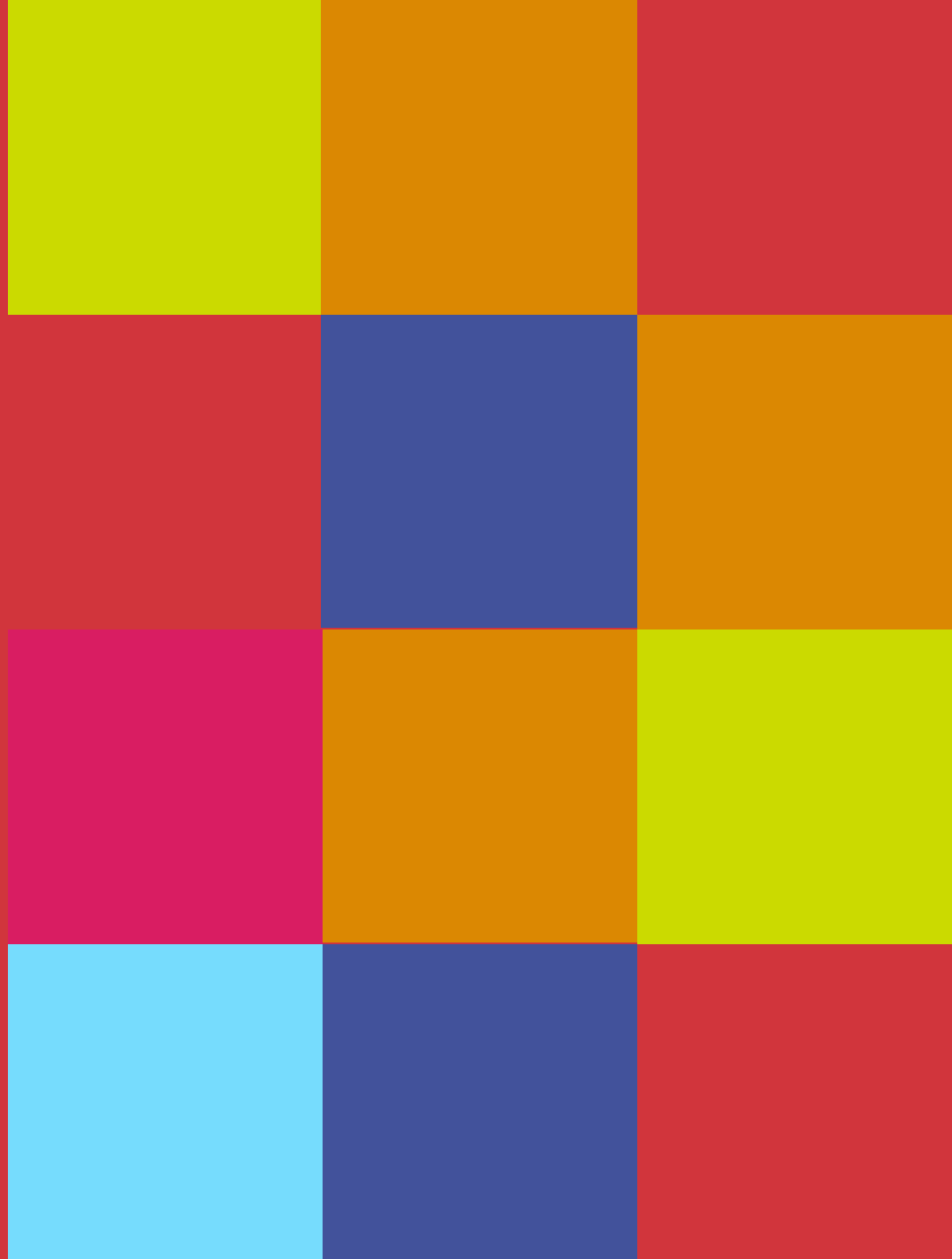
**AVANCER
ENSEMBLE**

Conférence de CESBA 2024
4-5 décembre
CÉLÉBRONS NOS 25 ANS

Tips to Promote Equity, Diversity & Inclusion



Honouring Identity





KUWILILENI?

Use diverse photos and examples of cultures, genders and abilities.

Acknowledging & Celebrating of Days and Months of Cultural Significance



Months of Recognition - Celebrating Heritage

"Identities and cultures shift, change, and grow as individuals learn and develop at home, school, and beyond. Identities are also woven into each other; they are intersectional. As such, while many students may identify with the same religion or creed, their unique beliefs, practices, and lived experiences produce different narratives. It is important not to impose a 'single story' narrative on our students and their families."



Consideration of Months of Recognition

- **When honouring any identity, centre students and families in the conversation**
- **Remember that no identity is monolithic. Every effort needs to be made to honour the diversity and intersectionality that exists within a community when honouring identities**
- **Consider how classroom activities might appreciate rather than appropriate a culture**
- **Educators are encouraged to continually reflect on their own intersectional identities and positionality whenever they are in service to students, families and community**

Months	Heritage
OCTOBER	Islamic/Hispanic/Latinx/German Heritage Month
NOVEMBER	Indigenous/Hindu/Lebanese Heritage Month
DECEMBER	Christian Heritage Month
JANUARY	Tamil Heritage Month
FEBRUARY	Black History Month
MARCH	Hellenic (Greek)/Irish/ Persian Heritage Month
APRIL	Arab/Sikh Heritage Month
MAY	Jewish/South Asian /Polish Heritage Month
JUNE	Pride Month/ Italian/Filipino/Portuguese Heritage Month

Inclusive & Welcoming Display Boards



DAYS OF SIGNIFICANCE

Faith & Creed Calendar

The calendar highlights faith and creed-based days of significance. It is not designed to be a complete listing of all faith and creed-based days

- Do not schedule events on the evenings prior to these days
- Red Dot – Do not schedule events at any time on these days

Dates may vary +/- a day due to lunar calendar

Canadian & Ontario Holidays are recognized Statutory Holidays.


For Example: Summer Solstice 2025

June 19, 2025 - Open Circle Day – no evening events

June 20, 2025 – Summer Solstice - Red Dot Day- No events for the full day

Sample of Faith & Creed Calendar 2024-2025 -PDSB

MONTH	DATE	FAITH AND CREED OBSERVANCES	REFERENCE
July 2024	7	New Year (Hijra)	Islam
	9	Martyrdom of the Báb	Bahá'í
	11	Imamat Day	Islam
	12-14	Jalsa Salana	Islam
	16	Ashura	Islam
	16	Navroze (New Year) (QC)	Zoroastrianism
	21	Guru Purnima	Hinduism and Jainism
	21	Khordad Sal (QC) •◦	Zoroastrianism
	20	Asalha Puja Day	Buddhism
	24	Avalokitesvara Bodhisattva's Enlightenment	Buddhism
	31-Aug1	Lughnasadh/Lammas	Wicca
August 2024	1	Lughnasadh/Lammas	Wicca
	3	Farvadegan (QC)	Zoroastrianism
	12-13	Tishah B'Av	Judaism
	15	Navroze (New Year) (SC)	Zoroastrianism
	18	Sangha Day/Ullambana	Buddhism
	19	Raksha Bandhan	Hinduism
	20	Khordad Sal (SC) •◦	Zoroastrianism
	25	Arbaeen	Islam
	26	Sri Krishna Janmaashtami	Hinduism
	31	Paryushan Parva begins	Jainism
September 2024	1	Installation of Holy Scriptures of Guru Granth Sahib (O)	Sikhism
	2	Farvadegan (SC)	Zoroastrianism
	4	Installation of Holy Scriptures of Guru Granth Sahib (R)	Sikhism
	6	Ganesh/Vinayak Chauth	Hinduism
	8	Samvatsari/Paryushan Parva ends/Daslakshan Parva begins	Jainism
	11	Nayrouz (J)	Christianity
	15	Milad-un-Nabi	Islam
	16	Anant Chaturdashi	Hinduism and Jainism
	17	Kshamavani/Daslakshan Parva ends	Jainism
	19	Powley Day	Indigenous Spirituality
	22	Harvestide/Fall Equinox	Wicca / Indigenous Spirituality
October 2024	3	Sharad Navratri begins	Hinduism
	3 & 4	Rosh Hashanah • ◦ (2-4)	Judaism
	9	Kathina Ceremony/Pavarana Day	Buddhism
	10	Durgaashtami	Hinduism
	12	Vijaya Dashmi/Dussehra •	Hinduism
	12	Yom Kippur • ◦ (11-12)	Judaism
	16-23	Sukkot	Judaism
	20	Karva Chauth	Hinduism
	20	Installation of Guru Granth as Guru (O)	Sikhism
	21	Avalokitesvara Bodhisattva's Pravrajya	Buddhism
	23-24	Simchat Torah	Judaism
	31-Nov1	Samhain	Wicca
November 2024	1	New Year	Hinduism
	1	Samhain	Wicca
	1	Diwali/Lord Mahavir	Jainism
	1	Diwali •	Hinduism
	1	Bandi Chhor Divas •	Sikhism
	1	All Saints Day (G)	Christianity
	2	New Year/Enlightenment day of Gautamswami •	Jainism
	2	Birth of the Báb	Bahá'í
	2	Birthday of Imam Aga Khan	Islam
	3	Birth of Bahá'u'lláh	Bahá'í
	6	Gnan Panchami	Jainism
	15	Birth of Guru Nanak •	Sikhism
	15	First Day of Advent (J)	Christianity
	17	Dev Diwali	Jainism
	24	Martyrdom of Guru Teg Bahadur (O)	Sikhism
	25	Day of the Covenant	Bahá'í
	27	Ascension 'Abdu'l-Bahá	Bahá'í
December 2024	1	First Day of Advent (G)	Christianity
	4	Installation of Guru Granth as Guru (R)	Sikhism
	6	Martyrdom of Guru Teg Bahadur (R)	Sikhism
	17	Amitabha Buddha's Birthday	Buddhism
	21	Yule/Winter Solstice • ◦	Wicca / Indigenous Spirituality
	25	Christmas	Christianity
	24-Jan-02	Chanukah	Judaism
	26-Jan-01	Kwanzaa	African Canadian and American Celebration
	26	Zarathosht-no-diso (FC)	Zoroastrianism
January 2025	1	New Year's Day	Christianity (G) & (J)
	6	Birth of Guru Gobind Singh (O)	Sikhism
	6	Epiphany	Christianity (G) & (J)
	7	Sakyamuni Buddha's Enlightenment (Nirvana Day)	Buddhism
	13	Lohri	Hinduism/Sikhism
	14	Maghi	Sikhism
	14	Makar Sankranti	Hinduism
	15	Thai Pongal	Tamil Worldview
	20	Birth of Guru Gobind Singh (R)	Sikhism
	27	Isra'a and Mi'raj	Islam
	29	Lunar New Year/Maiotrey Bodhisattva's Birthday •	Buddhism
February 2025	1	Imbolc (Candlemas)	Wicca
	2	Vasant Panchami	Hinduism
	12	Lantern Festival/Magha Puja	Buddhism
	25	Mahashivratri	Hinduism
	13	Nisfu Sha'ban	Islam
	25 - 28	Intercalary Days	Bahá'í



Our identities shape how we experience the world, and how people see and respond to us. Hence there is a need for an approach to education that affirms all identities including 2SLGBTQIA+.

Affirming Intersectional Two spirit and LGBTQIA+ Identities

2SLGBTQIA+



Create a welcoming environment for gender diverse individuals.



Embrace a curriculum that draws from diverse, intersectional perspectives.



Be explicit about your support. Listen and believe Queer and gender diverse individuals when they share their perspectives.

2SLGBTQIA+



If you aren't sure or are curious about something, don't put anyone on the spot. Just Google it.



Share your pronouns to create a safe space for others to share if they wish to.





Small Changes = Increased Sense of Belonging

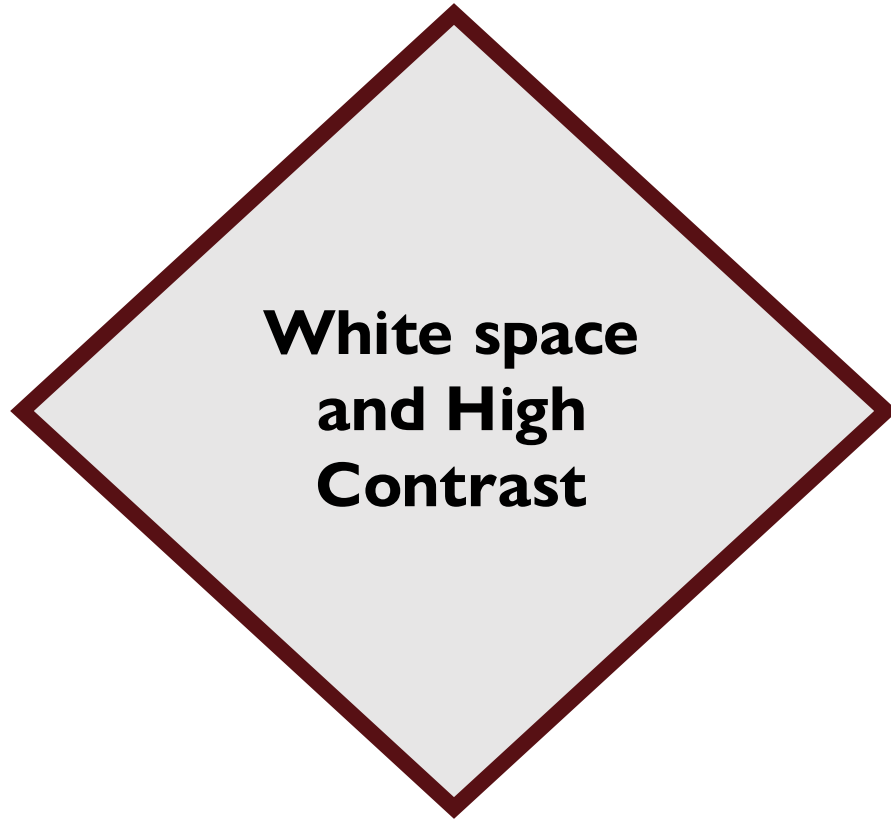


Lessons and Documents

Be aware of the language of instruction

- ✓ Use clear, literal language by minimizing metaphors and idioms.
- ✓ This assists participants who are neurodivergent, as well as those who do not have English as a first language.

Documents



- ✓ **Reduces visual clutter, helping to reduce stress and anxiety**
- ✓ **Improves comprehension and retention by making text easier to read and identify the most important parts**
- ✓ **Improves focus by seeing and approaching one section at a time**

Work and Classroom Spaces:



Minimize Clutter



Chill Vibes



Space to Move

Thank you.

On behalf of the Equity and Inclusion Committee, we thank you for your attention and commitment to equity and inclusion in Adult and Continuing Education across the province.

For more information about the Equity and Inclusion Committee and how you can join, please approach us, our committee members in attendance during the conference, or visit the CESBA website.

**email us at:
info@cesba.com**

