

ITEM 1.1

Date: June 15, 2022

TO: Student Learning and Well-being Committee

FROM: Jody Langlois, Associate Superintendent
Deena Kotak-Buckley, Director of Instruction
Chas Desjarlais, District Principal, Indigenous Education

RE: Anti-Racism and Non-Discrimination Strategic Plan

Reference to Education Plan:

Goal 1: The Vancouver School Board will improve student achievement, physical and mental well-being and belonging by:

- *Improving school environments to ensure they are safe, caring, welcome and inclusive places for students and families*

Goal 2: The Vancouver School Board will increase equity by:

- *Eliminating racism and discrimination in all forms*
- *Evaluating and renewing plans for the improvement of Indigenous learners' education*

Goal 3: The Vancouver School Board will continue its Reconciliation journey with First Nations, Metis, and Inuit by:

- *Increasing knowledge, awareness, appreciation of, and respect for Indigenous histories, traditions, cultures, and contributions*

INTRODUCTION:

At the December 16, 2019 Board meeting, the follow motion was passed:

That the Trustees of the Vancouver Board of Education (VSB) direct the Superintendent of Schools to create a strategic plan that includes short (1 year), medium (3 year) and long term (5 year) actions that the district will take to address racism and discrimination in Vancouver Schools. An interim report to be presented at the June 3, 2020 Policy and Governance Meeting.

PROCESS

As a result of the motion, District staff have:

- Presented the framework for the Anti-Racism and Non-Discrimination Plan to the Policy and Governance Committee on [October 14, 2020](#)
- Continued working on and operationalizing implementation of the framework by:
 - Engaging Urban Matters to lead an engagement process with students, staff, parents and VSB community members

- Procured the *What We Heard* report coming from the engagement process and presented it to the Policy and Governance Committee on [December 1, 2021](#)
- Created an Anti-Racism and Non-Discrimination Advisory Committee to formulate goals for the Anti-Racism and Non-Discrimination Strategic Plan:
 - Committee members represented various stakeholders: VSB district staff, trustees, CUPE15, DPAC, PASA, VEPVPA, VASSA, VESTA, VSTA, VDSC and the three host nations (xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) & səliłwətał (Tsleil-Waututh) Nations)
 - Committee met 7 times from December 2021 to May 2022
 - Committee members took the information and themes from the Urban Matters report and created 3 goals
 - Goal: Truth and Reconciliation
 - The VSB commits to Indigenous ways of knowing, learning, and the truth telling process that includes listening, respecting, and honouring the stories in support of reconciliation, in collaboration with Indigenous communities to maintain accountability and to inform policy and decisions.
 - Goal: Racism and Discrimination
 - The VSB will collectively dismantle systemic racism and discrimination in all forms by intentionally involving equity-deserving groups/people in policy and decision-making processes.
 - Goal: Expression of Identity, Sense of Belonging
 - The VSB will ensure all places and spaces are safe, inclusive, and culturally responsive to foster empathy and respect for all expressions of identity to create a sense of belonging within the school district.
- Created an Anti-Racism and Non-Discrimination Working Group, who will continue to meet to formulate objectives and strategies for the goals, once approved, in the Anti-Racism and Non-Discrimination Strategic Plan

RECOMMENDATION(S):

IT IS RECOMMENDED that the Board approve the goals of the Anti-racism and Non-Discrimination strategic plan as outlined in this report at the June 27, 2022, Board Meeting.