

# Equity, Diversity and Inclusion



ONTARIO PUBLIC  
SCHOOL BOARDS'  
ASSOCIATION

Leading Education's Advocates

## WHAT'S THE ISSUE?

Ontario's public education system plays a critical role in providing educational leadership, instruction, and support to ensure equitable access, opportunities, and outcomes for all students. This commitment relies on the continuous analysis of learning outcomes for all students through critical rights-based, identity-affirming, anti-racist analysis of past practices to support diverse, decolonized, new approaches. The experiences of student learning during the pandemic have shed a stronger light on the latent effects of historic patterns of discrimination, which further underscores the urgency of this work.

In recent Nanos Research polling, more than four in five Ontarians (82%) say it is important or somewhat important to provide more funding for school boards to ensure positive and inclusive school climates for all, regardless of an individual's background or identity.

More than four in five Ontarians (81%) say it is important or somewhat important to have mandatory anti racism education for all students, teachers and education workers.

More than four in five Ontarians (91%) support more funding being provided to school boards to ensure schools are accessible for all individuals with disabilities.

## OPSBA RECOMMENDS

- The Ministry of Education should develop an updated three-to-five-year Equity Action plan that prioritizes funding for the following areas:
  - Research and Data
  - Safety and Human Rights
  - Leadership Capacity, Education, and Assessment

**School boards operate with a fundamental principle that every student should have equitable access and opportunity to succeed personally and academically, barrier and bias-free, regardless of background, identity or personal circumstances.**

## QUESTIONS?

How should the government and boards use identity demographics, achievement and human rights-related reporting data to help prioritize funding, programming, and supports for students from all backgrounds?

How should the government work with school boards on implementing the K-12 accessibility standards, especially regarding funding and coordination of capital improvements?

How can all levels of government work together to support the integration of EDI, human rights and demographic identity data in hiring, recruitment, promotion, mentoring, and leadership roles?

