

ANTI-RACISM POLICY DEVELOPMENT



with African, Afro-Caribbean &
Black Communities



In collaboration with Roots Community Services Inc., we are inviting you to help co-create the Peel District School Board's Anti-Racism Policy.

July 15, 2021 | 5:00 PM - 7:15 PM

Microsoft Teams

June 30, 2021

Dear Peel Community,

The Peel District School Board (PDSB) in collaboration with **Roots Community Services Inc.** is inviting you to help co-create the PDSB's Anti-Racism Policy. This policy will guide the PDSB's practices as a school system to eradicate anti-Black racism and all forms of racial discrimination, as well as address racial disparities in student outcomes, school experiences, and employment practices.

Directive 16: Anti-Racism Policy

In March 2020, the Ministry of Education issued 27 binding directives to the PDSB to address systemic discrimination, with an intentional focus on anti-Black racism. Directive 16 states that *"The Board shall develop its Anti-Racism Policy in consultation with the Board community and the Ontario Human Rights Commission. The policy will be applicable to both staff and students and include clearly defined outcomes, operating procedures, roles, responsibilities and accountability measures."*

Anti-Racism Policy Community Consultation

This consultation in support of the Anti-Racism Policy acts on our commitment to honour the knowledge and experiences of the Peel community. We understand that systemic racism impacts, harms and causes injury to certain communities more intensely than others. With that in mind, it is imperative to co-construct this policy with historically underserved and marginalized communities in the Peel community to ensure that all students, parents, caregivers, and staff have the opportunity to be successful regardless of their racial identity.

We have scheduled a virtual consultation on July 15, 2021, from 5:00 – 7:15 p.m. This consultation will be held using Microsoft Teams. Please register for the consultation using the following link: [Anti-Racism Policy Consultation Registration](#). Registration will close 2 days before the consultation. Please note that there is limited registration (50 participants), and we ask that you register as soon as possible.

The discussion questions will be provided several days prior to the consultation, so that participants can prepare their responses. Along with the questions, pre-reading material will also be forwarded to participants. We want to ensure that you are as prepared as possible and are supported to make valuable contributions.

Important Information

This consultation will be supported by notetakers to develop transcripts of the discussions. These transcripts will be used by the PDSB Research and Accountability Department to support the development of the Anti-Racism Policy and related initiatives. Identifying information will be removed from the transcripts. If direct quotations are used, no identifying information will be included.

Trustees

Carrie Andrews
Susan Benjamin
Stan Cameron
Robert Crocker
Nokha Dakroub
Will DaviesDavid Green
Sue Lawton
Brad MacDonald
John Marchant
Kathy McDonald
Balbir Sohi

Director of Education and Secretary

Colleen Russell-Rawlins

Associate Director – Operations & Equity of Access

Jaspal Gill

Associate Director – Instruction & Equity

Poleen Grewal

Associate Director (Acting) – School Improvement & Equity

Shirley-Ann Teal

Your participation in the consultation is voluntary. You may leave the discussion at any time, and you can decline to answer any question(s) you prefer not to answer. As this is a group session, please do not share the identities or responses of other participants.

If you have any questions, please contact Rohan Thompson at rohan.thompson@peelsb.com .

Thank you for your support, as we work together to attain equitable outcomes for all communities, in particular those who have been historically underserved and marginalized based on their identities.

With appreciation,

Rohan Thompson
Assistant Director, Equity and Community Relationships