

**Honoring the “I” in  
Identity**

**OR**

**Equity: Using all your Census’**

**OR**

**John Tukey....he’s still relevant**

# **Guiding Philosophy: How we navigate challenges**

**That everyone would  
**see** themselves in  
the questions**

**That everyone would  
**speak** for themselves**

**Far better an**

**approximate answer to the right question,**

**which is often vague,**

**than an exact answer to the wrong question,**

**which can always be**

**made precise.**

**John Tukey**

**The combination of  
some data and  
an **aching desire** for an answer  
does not ensure  
that a **reasonable answer**  
can be extracted from  
a given body of data.**

**John Tukey**

**Data + **Desire**  $\neq$  Answer**

**Data + **Desire** + Answer  $\neq$  **Action****

**Data** that is

**Organization** that is

**TRUSTWORTHY WORTHY OF TRUST**

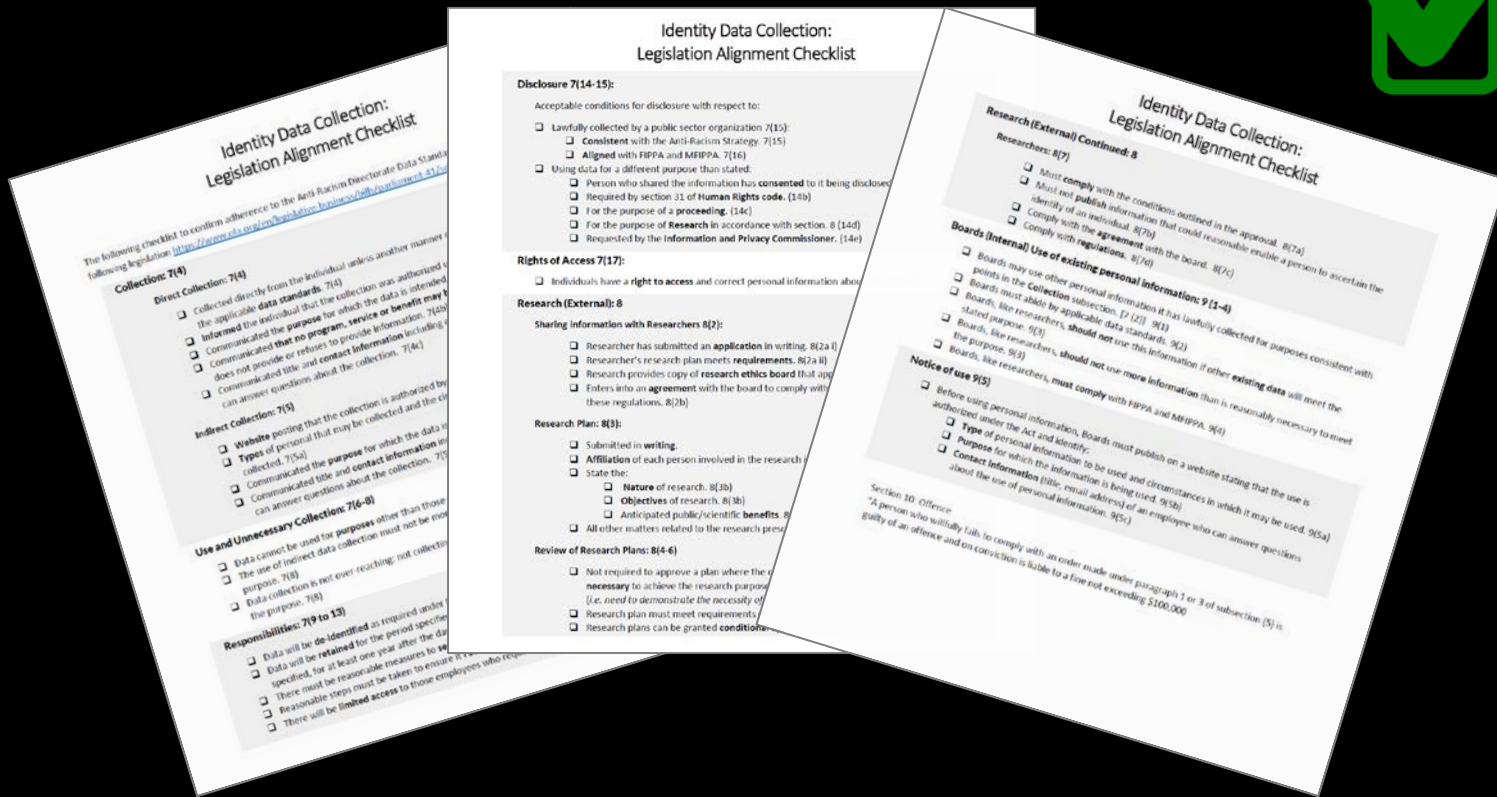
TRUSTWORTHY WORTHY OF TRUST

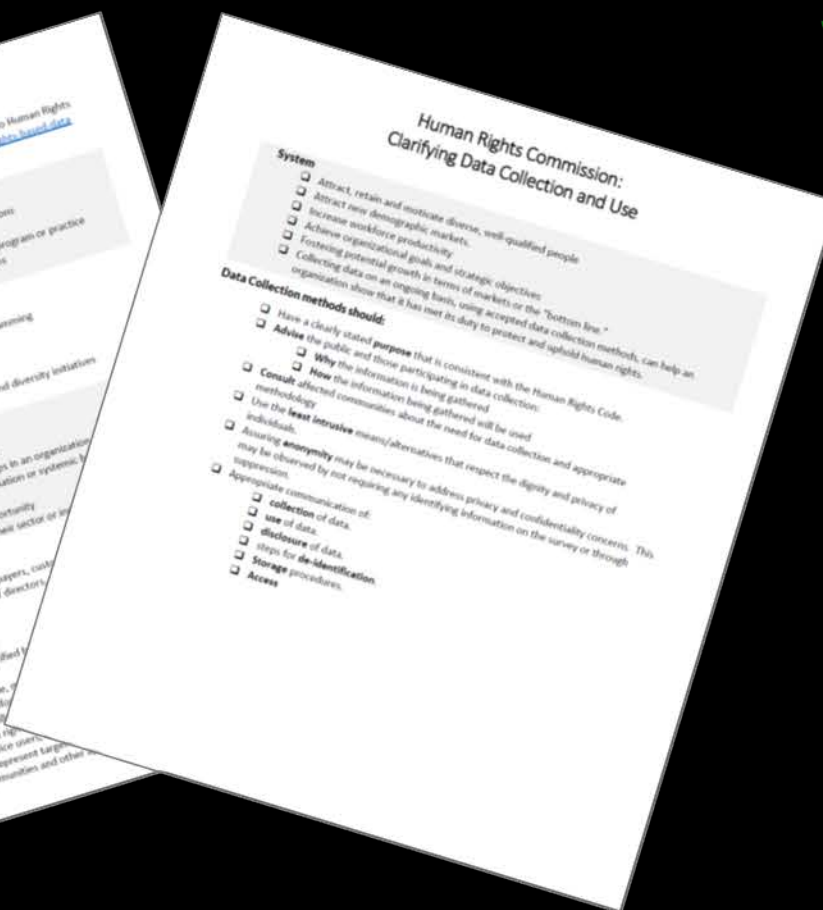
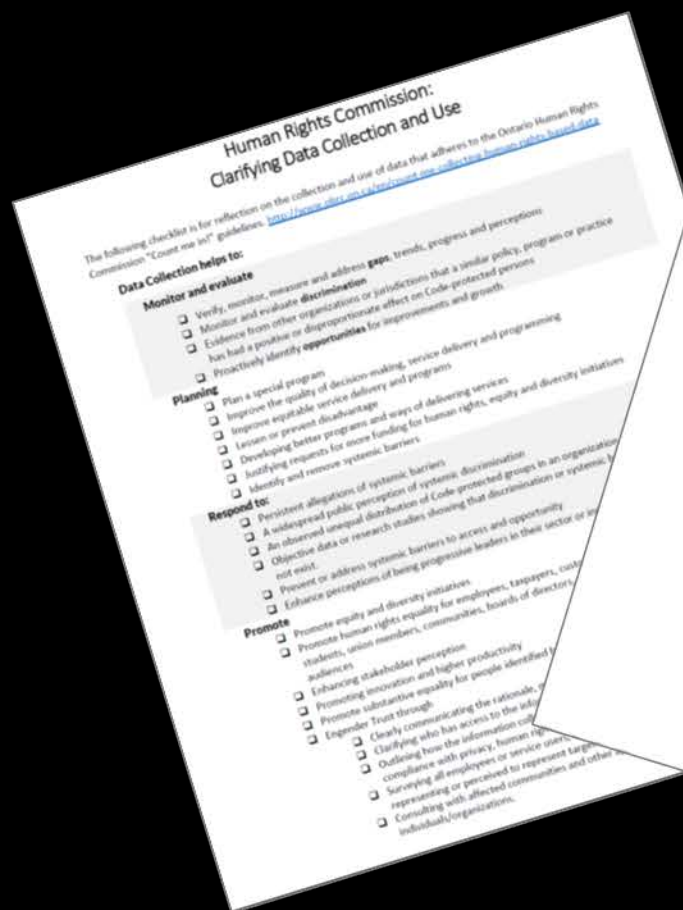
**The greatest value of a picture  
is when it forces us  
to notice what we  
never expected to see.**

**John Tukey**



# Bill 114, Anti-Racism Act, 2017







# *We Are* **DDSB** WORKFORCE CENSUS



DDSB Standing Committee  
Monday March 19, 2018

# Background

**2017**  
**MARCH**

Consultation Initiated

**2017**  
**MAY**

Resource Development

**2017**  
**JULY**

Survey Draft and Review

**2017**  
**AUG**

– Consultation with the Information and Privacy Commission (IPC)

– IPC reviewed the drafted census

**2017**  
**SEPT**

– Privacy Impact Assessment (PIA) conducted by the DDSB and shared with IPC for review

– Launch of the “We are DDSB” awareness campaign

**2017**  
**NOV 6**



**2017**  
**NOV 19**

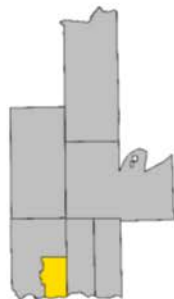
Administration of the Census

## 2017-2018 Summary of Indicators by Municipality

### Ajax

#### CONTENTS

- Community Indices: Social Health Neighbourhoods Index
- Early Development Instrument assessment
- Diversity of Durham: End of Social Group, Religious Languages
- Diversity of Ajax: End of Social Group, Religious Languages
- Diversity Maps of Durham: Summary of Racial Group
- Diversity Maps of Ajax: Summary of Racial Group
- EQAO Achievement (2016): Percentage of students as expected on the EQAO
- Post-Secondary Pathways: Proportion of students at University and College programs

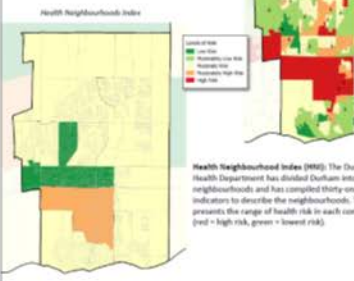


October 2017

This municipal summary has been prepared to provide an overview of student learning and community contexts. Formal reports containing more detailed analysis of each section have been prepared and are available for review.

#### Community Indices

**Social Risk Index (SRI):** Human Resources Development Canada (HRDC) uses 9 variables to explore the social dynamics of communities. These variables explore employment, education, family structure, language, and immigration contexts. Using 2013 data from Envision, the SRI map presents the range of social stress described by the data (red = high risk, green = lowest risk).



**Health Neighbourhood Index (HNI):** The Health Department has divided Durham into neighbourhoods and has compiled thirty-one indicators to describe the neighbourhoods, presents the range of health risk in each area (red = high risk, green = lowest risk).

For more information, refer to the "Social Risk Index: Community Contextual Data" edition of the report. For more information on each HNI indicator, refer to the Durham Region website: <http://www.durhamregion.ca>

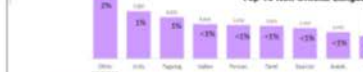
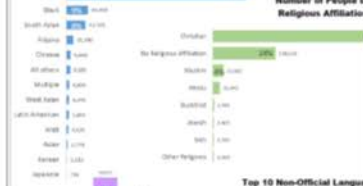
## The Diversity of Durham

Envision Analytics is a Canadian company that specializes in demographic data. These data sets are regularly used by a variety of Ministries (i.e. Education and Health Care) to gain insight into demographic trends and changes. The advantage of this data set is that it is available with greater frequency (annually) than the National Household Survey (conducted every 5 years by Statistics Canada).

The following graphs highlight the number and percentage of people in the community that identify as a racial group, their religious affiliation and non-official languages that are spoken at home. As of 2016, the largest non-white racial group identified in Durham (Pickering, Ajax, Whitby, Oshawa, Uxbridge, Scarab, total population is 376,473) is Black (19% of the total population and 32% of the non-white population) and South Asian (18% of the total population and 29% of the non-white population).

Across the Durham Region, "Christianity" is the most frequently identified religious affiliation (61% of the total population). "No religious affiliation" is the second most frequently identified religious affiliation (24%).

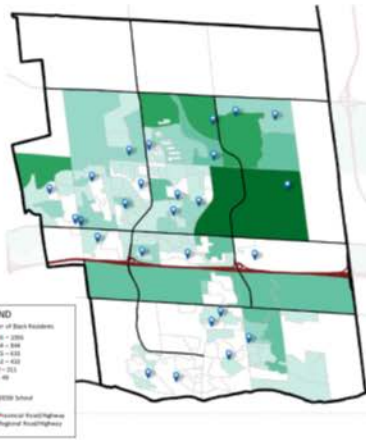
Similarly, the number languages other than French and English spoken in the home is too large to list. Consequently, the graph features the 10 most frequently spoken languages (other than English) in the community.



For more information on Envision Analytics datasets and methodologies please visit the website: <http://www.envisionanalytics.ca/>

## Black Community in Ajax

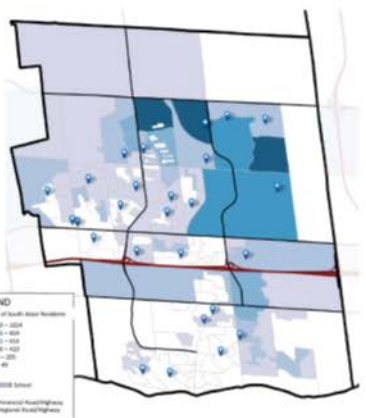
Ajax Population: 116,284  
Black Community Population: 22,327  
• 19% of Ajax population  
• 32% of non-white racial group population



For more information on Envision Analytics datasets and methodologies please visit the website: <http://www.envisionanalytics.ca/>

## South Asian Community in Ajax

Ajax Population: 116,284  
South Asian Community Population: 21,327  
• 18% of Ajax population  
• 29% of non-white racial group population



For more information on Envision Analytics datasets and methodologies please visit the website: <http://www.envisionanalytics.ca/>

TION

# Durham school board staff mostly white, heterosexual

early 5,000  
DDSB staff  
completed  
d's first-ever  
force census

ILLIAN FOLLERT  
@durhamregion.com

HAM - Staff at the Durham District School Board (DDSB) are 89 per cent white, 89 per cent heterosexual and more than half are Christian, according to the results of a census. In late November, the board conducted the first census of its workforce in an effort to get a clear picture of who works there. The board's roughly 5,000 employees were asked to answer about 40 questions that touched on sexuality, religion and career aspirations. The census provides context for the board's next steps and the work it needs to do, says director of education Lisa Millar, noting that the equity department will use the data to help develop an action plan. The census, which was voluntary and anonymous,

had a 49 per cent response rate - that's 4,968 out of 10,147 people.

Of those who responded, 72 per cent are female and 22 per cent are male - another one per cent identified as other.

Eighty-nine per cent of respondents identified as white, followed by three per cent black, three per cent First Nations, two per cent Asian and two per cent Métis.

Respondents also overwhelmingly identified as heterosexual at 89 per cent, while seven per cent said they are asexual and one per cent each identified as gay, lesbian, bisexual and other.

In terms of religion, 55 per cent of those who responded identified as Christian, while 32 per cent said they have no religious affiliation.

Two per cent identified Islam as their religion, followed by one per cent each for Hinduism, Judaism, Buddhism, Indigenous spirituality and Humanism. Less than one per cent identified as Wiccan or Sikh.

Millar says the DDSB is making strides on staff di-

versity, noting that the number of "racialized" staff grew from seven per cent in 1996, to 21 per cent in 2017.

The DDSB says its workforce census will not be conducted annually - it's too big of an undertaking - but a regular cycle will be established.

The province has also announced plans to require school boards to collect race and ethnicity data on students.

DDSB superintendent Camille Williams-Taylor says the board is working on it, but there are no concrete plans for how and when student information will be gathered.

"We have undertaken that conversation. Can I tell you that we have a definitive plan? Not at this time. But we are definitively committed to doing it," she said. "It is our goal to deliver on that within the next 18 months or so."

The DDSB staff census also captured information about career plans - 55 per cent of those who responded plan to retire in the next 15 years, and 49 per cent want to apply for a leadership position in the next three years.

# Professional Development Opportunities

- Diversity Series: Race and Privilege
- Diversity Series: LGBTQ
- Anti-Oppression Equity and Inclusive Education Training (Elementary Schools)
- Bias Free Interviews (Administrators)
- Gay Straight-Alliance Conference
- NTIP/Equity Symposium
- STAR Student Voice Conference



**DDSB**  
Ignite Learning

## EQUITY & INCLUSIVE EDUCATION 2016-2017

**PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

**DIVERSITY SERIES: RACE AND PRIVILEGE**  
Race and Privilege (Two part series)  
October 26, 2016  
November 10, 2016  
Aboriginal and Racialized Leaders in Durham  
October 17, 2016

**DIVERSITY SERIES: LGBTQ**  
Courage in the Face of Hate (Secondary)  
October 27, 2016  
Implementing LGBTQ Throughout the Curriculum  
January 12, 2017  
Transgender Students & Parents in our Schools  
February 10, 2017

**Anti-Oppression Equity and Inclusive Education Training (Elementary Schools)**

<b>Session One:</b> October 6, 2016 October 21, 2016	<b>Session Two:</b> October 28, 2016 November 11, 2016	<b>Session Three:</b> November 24, 2016 December 9, 2016	<b>Session Four:</b> January 13, 2017 January 27, 2017
<b>Session Five:</b> February 7, 2017 February 15, 2017	<b>Session Six:</b> February 24, 2017 March 3, 2017	<b>Session Seven:</b> March 22, 2017 April 7, 2017	<b>Session Eight:</b> April 21, 2017 May 12, 2017

**Bias Free Interviewing (Administrators Only)**

<b>Session One:</b> September 23, 2016	<b>Session Two:</b> September 30, 2016	<b>Session Three:</b> November 16, 2016	<b>Session Four:</b> December 20, 2016
<b>Session Five:</b> February 3, 2017	<b>Session Six:</b> February 13, 2017	<b>Session Seven:</b> March 28, 2017	<b>Session Eight:</b> May 3, 2017

**Gay Straight Alliance Conference**  
April 19, 2017

**NTIP/Equity Symposium**  
May 19, 2017

**STAR Student Voice Conference**  
October 12, 2016

**TO REGISTER, PLEASE VISIT [PDPLACE.DDSB.CA](http://PDPLACE.DDSB.CA)**

Visit PD Place for additional professional development offerings.  
Principal approval required on all workshops with the exception of after school book clubs.  
Please note: Event codes will be listed in PD Place. Registration fees will be taken out of your School PD account.  
Questions? Please contact Michele Love at 905-666-6469 or email [michele.love@ddsb.ca](mailto:michele.love@ddsb.ca).

Please follow us on Twitter @Equity\_DDSE

# Establishment of Committees

- Equity and Diversity Steering Committee with stakeholder representation
- Equity Sub-Committee/Action Teams

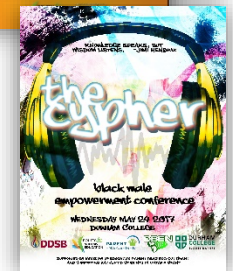
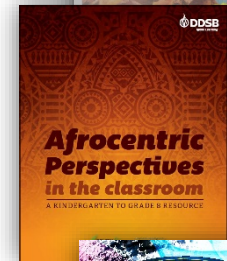
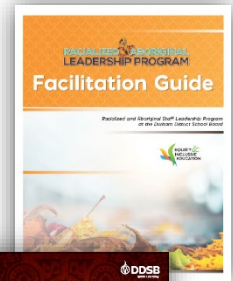
## SUB-COMMITTEES

- *Diversity Measures and Success*
- *Community Liaison Police Partnerships*
- *Afrocentric Family Partnerships*
- *Diversifying DDSB Staff and Leadership*
- *Culturally Responsive and Relevant Programming: Engaging Racialized, and Marginalized Students for a Bright Future*
- *Professional Growth for Inclusion and Voice*



# Overview of Initiatives

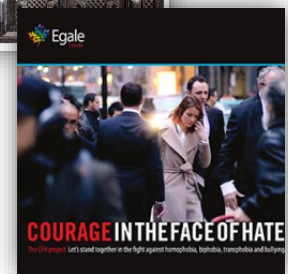
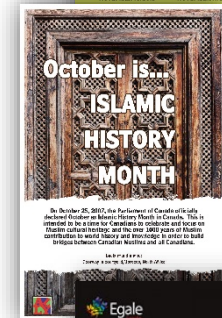
- Ministry Project 2015-2016 Racialized and Aboriginal Leadership Program
- Ministry Project 2016-2017 Engagement of Black and Racialized Males
- Anti-Oppression Training for All Schools
- Development of Afrocentric Perspectives in the Classroom K-8
- Funding for Participation in White Privilege Conference and Continued PD on Subject
- Race and Privilege Sessions





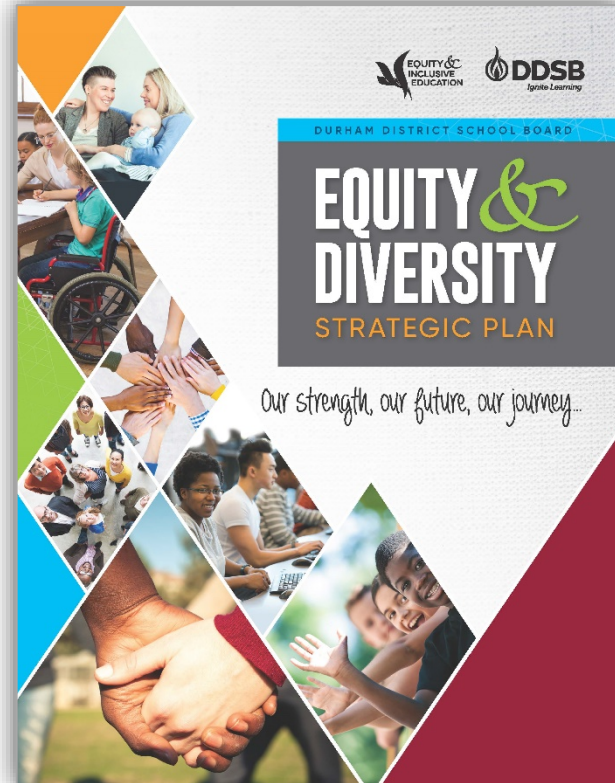
## Overview of Initiatives, Training and Programs

- Bias-Free Interviewing Skills
- Students Together Against Racism: Student Voice Conference 2016
- Anti-Islamophobia Curriculum Project and PD
- Integrating Islamic Art in the Curriculum
- Courage in the Face of Hate
- Continued Community Networking and Partnerships





# Equity and Diversity Strategic Plan



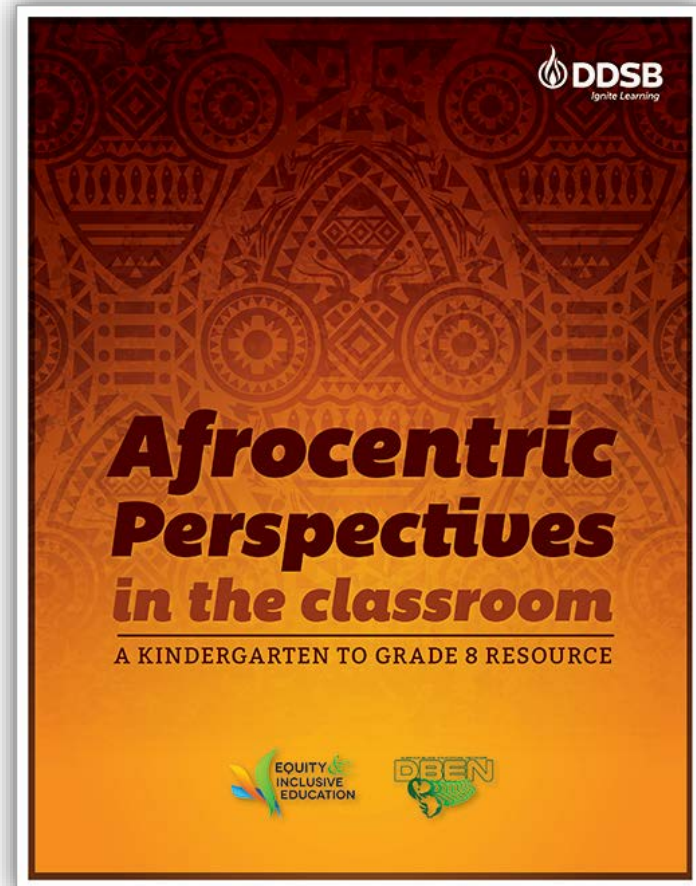
# COMPENDIUM TO THE EQUITY AND DIVERSITY STRATEGIC PLAN:

## *A Focus to Support Black Students*



# Afrocentric Curriculum Elementary

- Secondary Curriculum and Specific Courses
- Anti-Islamicphobic Curriculum K-8 Document



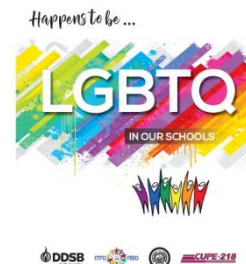
# The Cypher Conference





## Additional Initiatives and Areas of Focus

- Equitable Hiring/Recruitment Policy
- We are DDSB Staff Diversity Census
- Trustee/Senior Admin Equity/Privilege Training
- All Gender Washroom Installation
- Acknowledgement of Indigenous lands at all Board and School meetings
- PRIDE Flag Raising Board Wide



# Additional Initiatives and Areas of Focus

- Leadership Pilot Project for hiring of External Admin Candidates
- Summer Secondary Bridging Program to help students traditionally taking applied courses move to Academic Track
- Gay Straight Alliance Conference
- Accessibility Award Recipient
- Champion Award for work in the area of LGBTQ
- Numerous Book Clubs



# Networks

- Durham Black Educator Network (DBEN) – 10 years
- Muslim Educator Network
- LGBTQ Educator Network – 5 years
- LGBTQ Parenting Network



## Next Steps:

- Launch of Equity and Diversity Strategic Plan
- Anti-Islamophobia K-8 Document
- Engaging Racialized Males:
  - Mentorship Program
  - Post Secondary Pathways
  - Conferences
- School Based Equity Teams – training, action plans and evidence of implementation
- Restructuring of Equity Department
- 100 Strong Durham Summer Program





**Questions** I am  
currently wondering about...

**Paper vs. Digital  
Sustainability and Privacy**

**Access** to responses  
and **Response Rates**