

SEPTEMBER 28, 2020

**WATERLOO REGION DISTRICT SCHOOL BOARD**

**NOTICE OF MEETING**

The regular monthly **Board Meeting** of the Waterloo Region District School Board will be held via video conference, on **Monday, September 28, 2020, at 7:00 p.m.**

**AGENDA**

**Call to Order**

**Territorial Acknowledgement and O Canada**

**Approval of Agenda**

**Consent Agenda\*\***

**Receipt/Approval of Minutes:**

Receive Minutes – Special Board Meeting of August 31, 2020

Receive Minutes – Special Board Meeting of September 21, 2020

**Receipt/Approval of Monthly Reports:**

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M. Weinert

15 Staffing Recommendations – Appointments

M. Weinert

**Declarations of Pecuniary Interest**

**Announcements/Celebrating Board Activities**

**Delegations**

**Reports**

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**Other Business**

**Question Period** (10 minutes)

**Future Agenda Items** (Notices of motion to be referred to Agenda Development Committee)

**Adjournment**

\*\*All matters listed under the Consent Agenda are considered not to require debate by the Board of Trustees and should be approved in one motion in accordance with the recommendation contained in each report.

# Report to Board of Trustees

September 28, 2020

**Subject: Staffing Information –  
Retirements and Resignations**

## **Recommendation**

*This report is provided for information of the Board.*

## **Status**

The employees listed in Appendix A of this report have received acknowledgement of their retirement or resignation.

## **Background**

The board's practice is to receive information regarding staff retirements and resignations at regular monthly board meetings.

## **Financial implications**

Expenses are within the existing approved budget.

## **Communications**

Employees listed in this report have communicated through Human Resource Services.

Prepared by: Michael Weinert, Coordinating Superintendent, Human Resource Services, in consultation with Coordinating Council.

## Appendix A

**Staffing Statistics – Retirements**  
**Current at September 28, 2020**

<b>Retirements: Elementary Teaching Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Michael	Bennett	Teacher, Courtland PS	June 30, 2020	15
Karrienne	Berberich	Teacher, Country Hill PS	September 3, 2020	21
Elizabeth	Grant	Teacher, Centennial PS (W)	June 30, 2020	26
John	Reeves	Teacher, Prueter PS	September 30, 2020	29
Christine	Robertson	Teacher, Empire PS	June 30, 2020	16
Diane	Seperic	Teacher, Lackner Woods PS	June 30, 2020	34
Elaine	Williams	Teacher, Grandview (NH)	August 31, 2020	30

<b>Retirements: Secondary Teaching Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
David	Fish	Teacher, Sir John A MacDonald SS	November 30, 2020	26
Kelly	Galasso	Teacher, Huron Heights SS	August 31, 2020	28
Jane	Gingerich	Teacher, Southwood SS	August 31, 2020	31
Ike	Husain	Teacher, Bluevale CI	August 31, 2020	29
Wendy	Jackman	Teacher, Waterloo CI	August 31, 2020	31
Claire	Jackson Grupp	Teacher, Waterloo CI	August 31, 2020	31
Stephanie	Muller	Teacher, Eastwood CI	August 31, 2020	34
Bill	Noorduyn	Teacher, Preston High School	August 31, 2020	19
Roy	Page	Teacher, Galt CI	August 31, 2020	30
Mike	Phillips	Teacher, Waterloo CI	August 31, 2020	28

**Staffing Statistics – Retirements**  
**Current at September 28, 2020**

<b>Retirements: Administrative &amp; Support Staff</b>				
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Retirement Date</b>	<b>Years of Service</b>
Lee Anne	Andriessen	Principal, Chicopee Hills PS	December 1, 2020	30
Wendy	Bowker	Principal, Grand View PS (C)	August 31, 2020	16
Shawn	Callon	Senior Planner, Planning	October 31, 2020	30
Joan	Cochrane	Head Secretary, Elizabeth Ziegler PS	January 1, 2021	16
June	Cutting	Educational Assistant, Highland PS	August 31, 2020	16
Benita	Dasgupta	Educational Assistant, Prueter PS	September 1, 2020	21
Carolyn	Griffiths	Principal, Westmount PS	March 1, 2021	31
Eric	Hickey	Certified Tradesperson, Maintenance	July 31, 2020	31
Jennifer	Hurlburt	Secretary, Baden / John Mahood PS	August 30, 2020	8
Brendan	Kavanaugh	Head Custodian, Millen Woods PS	August 31, 2020	35
Carol	King	Head Custodian, Crestview PS	September 30, 2020	22
Marc	Lehmann	Principal, Avenue Road PS	October 30, 2020	22
Nicola	Lewis	Education Assistant, Lackner Woods PS	June 30, 2020	17
Lori	McHarg	Educational Assistant, Special Education	June 30, 2020	17
Joanne	Scheffel	Secretary, Maintenance	August 31, 2020	26
Janet	Schneider	Educational Assistant, Rosemount	August 31, 2020	22
Trish	Starodub	Principal, Millen Woods PS	June 30, 2020	30
Diane	Wamsley	Educational Assistant, Sandhills PS	September 2, 2020	16
Lori	Willstead	Administrative Assistant to Superintendent, Ed Centre	October 31, 2020	29

**Staffing Statistics – Resignations**  
**Current at September 28, 2020**

<b>Permanent Staff Resignations</b>			
<b>First</b>	<b>Last</b>	<b>Position/Location</b>	<b>Effective Date</b>
Andrew	Brown	Custodian, Breslau PS	June 16, 2020
Nataasha	Bruce	Elementary Teacher, Parkway PS	August 5, 2020
Lori	Carter	Educational Assistant, Waterloo Collegiate Institute	August 31, 2020
Sara	Eby-Hodgson	Elementary Teacher, Moffat Creek PS	August 31, 2020
Sasha	Evans	Elementary Teacher, Vista Hills PS	September 7, 2020
Mitch	Filsinger	Custodial Maintenance Helper, Sir John A MacDonald SS	July 7, 2020
Heather	Kranz	Communicative Disorders Assistant, Special Education	August 31, 2020
Rocco	Liscio	Tradesperson, Maintenance	July 10, 2020
Justin	Martin	Elementary Teacher, Jean Steckle PS	August 31, 2020
Michelle	McMichael	Supply Early Childhood Educator, various	July 19, 2020
Jenelle	Meier	DECE, Abraham Erb PS	July 1, 2020
Cathleen	Miles	Secretary, Sir Adam Beck PS	August 3, 2020
Jean	Perry-Terrell	Elementary Teacher, Stewart Avenue PS	September 1, 2020
Heather	Phillips	Educational Assistant, Hespeler PS	September 1, 2020
Mary Jane	Rathwell	Educational Assistant, Mackenzie King PS	September 1, 2020
Claudia	Riggi	Child Youth Worker, Special Education	July 30, 2020
Stacie	Robinson	Educational Assistant, Glenview Park SS	September 2, 2020
Pheona	Sargent	Early Childhood Educator, Centennial PS (C)	August 31, 2020
Alison	Towriss	Educational Assistant, Parkway PS	August 10, 2020
Sadie	Williams	Educational Assistant, Vista Hills PS	August 30, 2020
Becky	Willstead	Support Specialist, ITS	August 14, 2020



# Report to Board of Trustees

September 28, 2020

## **Subject: Staffing Recommendations – Appointments**

### **Recommendation**

*That the Waterloo Region District School Board approve the appointments to staff as outlined in the report titled “Staffing Recommendations – Appointments, dated September 28, 2020.*

### **Status**

The staff appointments as noted on Appendix A of this report are effective the dates indicated.

### **Background**

The board’s practice has been to have appointments presented for information at regular monthly board meetings.

### **Financial implications**

Expenses are within the existing approved budget.

### **Communications**

Employees listed in this report have, or will be advised of the appointments.

Prepared by: Michael Weinert, Coordinating Superintendent, Human Resource Services, in consultation with Coordinating Council.

### Staffing Information – New Appointments

**Current at September 28, 2020**

<b>New Appointments: Elementary Teaching Staff</b>			
<b>First</b>	<b>Last</b>	<b>School ID / Education Centre</b>	<b>Effective Date</b>
Marc	Alcock	Floradale PS	September 1, 2020
Melissa	Aultman	Westmount PS	September 1, 2020
Mark	Baker	Avenue Road PS	September 1, 2020
Breanne	Bellingham	J. F. Carmichael PS	September 1, 2020
Michelle	Bieber	Lincoln Heights PS	September 1, 2020
Jagoda	Bogunovic	Keatsway PS	September 1, 2020
Amanda	Boynton	Bridgeport PS	September 1, 2020
Rebecca	Brown	Ryerson PS	September 1, 2020
Melissa	Brown	Mary Johnston PS	September 1, 2020
Ashley	Brunshaw	Silverheights PS	September 1, 2020
Andrea	Brunsting	N.A. MacEachern PS	September 1, 2020
Hailey	Bunn	Avenue Road PS	September 1, 2020
Leanne	Burnley	Crestview PS	September 1, 2020
Ashley	Cangiano	Edna Staebler PS	September 1, 2020
Amanda	Censner	Hespeler PS	September 1, 2020
Danielle	Christie	Ryerson PS	September 1, 2020
Samantha	Colville	Clemens Mill PS	September 1, 2020
Tiffany	Cooper	Doon PS	September 1, 2020
Shari	Crawford	Abraham Erb PS	September 1, 2020
Laura	Daigle	Empire PS	September 1, 2020
Kirsten	Davidson	Howard Robertson PS	September 1, 2020
Kim	De Beor	Lackner Woods PS	September 1, 2020
Michelle	Dubeau	Chicopee Hills PS	September 1, 2020
Ahmad	El-Osta	Courtland Avenue PS	September 1, 2020
Rula	Fakes	Southridge PS	September 1, 2020
Trevor	Gesinghaus	MacGregor PS	September 1, 2020
Stephanie	Goodyear	Groh PS	September 1, 2020
Jason	Gordon	Preston PS	September 1, 2020
Kristi	Hofstetter	Groh PS	September 1, 2020
Jodi	Jibb-Reason	Queen Elizabeth PS	September 1, 2020
Alycia	Kehn	Southridge PS	September 1, 2020
Jodi	Key	Centennial (Cambridge) PS	September 1, 2020
Sierra	Kirk	Howard Robertson PS	September 1, 2020
Katherine	Krutzelmann	Preston PS	September 1, 2020
Kerri	Lee	King Edward PS	September 1, 2020
Lindsay	Licskai	Groh PS	September 1, 2020

<b>New Appointments: Elementary Teaching Staff (continued)</b>			
Gudrun	Mackness	Moffat Creek PS	September 1, 2020
Ryann	Martin	A.R. Kaufman PS	September 1, 2020
Nicole	Martin-Elliott	Clemens Mill PS	September 1, 2020
Tricia	Martin-Lemieux	St. Andrew's PS	September 1, 2020
Jennifer	McKay	Hespeler PS	September 1, 2020
Mark	McQuade	St. Andrew's PS	September 1, 2020
Jennifer	Milette	Trillium PS	September 1, 2020
Marta	Milord	J. W. Gerth PS	September 1, 2020
Samantha	Munro	Williamsburg PS	September 1, 2020
Cindy	Ngo	A.R. Kaufman PS	September 1, 2020
Kylie	Padiath	Millen Woods PS	September 1, 2020
Lauren	Peterson	Central PS	September 1, 2020
Cristina	Picassinos	WT Townshend PS	September 1, 2020
Jessica	Ross	Janet Metcalfe PS	September 1, 2020
Stephen	Sabourin	Doon PS	September 1, 2020
Melissa	Sawyer	MacGregor PS	September 1, 2020
Janna	Sbrolla	Coronation PS	September 1, 2020
Cassandra	Schacht	John Darling PS	September 1, 2020
Julianne	Seibel	Groh PS	September 1, 2020
Lauren	Seifried	Vista Hills PS	September 1, 2020
Andrea	Shinnie	Driftwood Park PS	September 1, 2020
Cveta	Smilkovich	Rockway PS	September 1, 2020
Sarah	Spruyt	Park Manor PS	September 1, 2020
Luke	Spry	Sir Adam Beck PS	September 1, 2020
Tammy	Stinson	Brigadoon PS	September 1, 2020
Nicole	Strickler Dore	Vista Hills PS	September 1, 2020
Janessa	Termeer	Crestview PS	September 1, 2020
Joann	Thiagarajah	Laurentian PS	September 1, 2020
Abigail	Thomson	Vista Hills PS	September 1, 2020
Erika	Thomlinson	Keatsway PS	September 1, 2020
Heidi	Trapp	Courtland Avenue PS	September 1, 2020
Karina	Tulk	Lackner Woods PS	September 1, 2020
Rebecca	Van Klink	Westheights PS	September 1, 2020
Danelle	Vernon	Ayr PS	September 1, 2020
Min-Tzu	Wang	Forest Hill PS	September 1, 2020
Krista	Ward	Vista Hills PS	September 1, 2020
Peter	Wellington	Queen Elizabeth PS	September 1, 2020
Karalyn	Wilson	Forest Glen PS	September 1, 2020
Kaylie	Wolfe	Empire PS	September 1, 2020
Vanessa	Wood	Hillcrest PS	September 1, 2020
Shawn	Zarudny	St. Andrews PS	September 1, 2020



**Staffing Information – New Appointments**  
**Current at September 28, 2020**

<b>New Appointments: Secondary Teaching Staff</b>			
<b>First</b>	<b>Last</b>	<b>School ID / Education Centre</b>	<b>Effective Date</b>
Lisa	Abbott	Waterloo CI	September 1, 2020
Jennifer	Addesso	Galt CI	September 1, 2020
Stephen	Andree	Bluevale CI	September 1, 2020
Ainsley	Bauman	Alt Ed (C)	September 1, 2020
Amanda	Bekendam	Preston HS	September 1, 2020
Philip	Boyd	Waterloo Oxford DSS	September 1, 2020
Bianca	Brock	Waterloo Oxford DSS	September 1, 2020
Amy	Brohman	Jacob Hespeler SS	September 1, 2020
Elizabeth	Cairns	Glenview Park SS	September 1, 2020
Daniel	Cassin	Waterloo CI	September 1, 2020
Jennifer	Collis	Forest Heights CI	September 1, 2020
Amberly	Dale	Forest Heights CI	September 1, 2020
Merzi	Dastoor	Kitchener CI	September 1, 2020
David	Day	Elmira DSS	September 1, 2020
Gurinder	Dhillon	Rosemount	September 1, 2020
Jeffrey	Donkersgoed	Forest Heights CI	September 1, 2020
Cassandra	Easthom	Forest Heights CI	September 1, 2020
Joshua	Enns	Elmira DSS	September 1, 2020
Shannon	Gamoff	Waterloo CI	September 1, 2020
David	Gartshore	Elmira DSS	September 1, 2020
Stacey	Gerber	Forest Heights CI	September 1, 2020
Rhonda	Gerber	Galt CI	September 1, 2020
Taylor	Gfroerer	Alt Ed	September 1, 2020
Julie	Godkin	Forest Heights CI	September 1, 2020
Elizabeth	Hilliard	Elmira DSS	September 1, 2020
Jason	Hoedl	Jacob Hespeler SS	September 1, 2020
Brandon	Holmes	Elmira DSS	September 1, 2020
Francisco	Huarte	Galt CI	September 1, 2020
Ronald	Joseph	Jacob Hespeler SS	September 1, 2020
Rachel	Judges	Sir John A MacDonald SS	September 1, 2020
Ashley	King	Forest Heights CI	September 1, 2020
Rochelle	Knox	Waterloo CI	September 1, 2020
Lindsay	Legge	Galt CI	September 1, 2020
Catherine	Long	Glenview Park SS	September 1, 2020
Julie	Lynch	Eastwood CI	September 1, 2020
Angela	Macrae	Grand River CI	September 1, 2020
Victoria	Marsh	Waterloo CI	September 1, 2020
Alison	McAvela	Forest Heights CI	September 1, 2020
Merissa	Michell	Forest Heights CI	September 1, 2020

<b>New Appointments: Secondary Teaching Staff (continued)</b>			
Sarah	Monette	Sir John A MacDonald SS	September 1, 2020
Alexander	Moore	Waterloo Oxford DSS	September 1, 2020
Serop	Mosis	Waterloo CI / Galt CI	September 1, 2020
Kristen	O'Donnell	Forest Heights CI	September 1, 2020
Holly	Ogram	Forest Heights CI	September 1, 2020
Alexandra	Ostapchuk	Elmira DSS	September 1, 2020
Suraya	Patel	Waterloo CI	September 1, 2020
Breanne	Patterson	Bluevale CI	September 1, 2020
Megan	Pickett	Forest Heights CI	September 1, 2020
Irene	Protopapas	Elmira DSS	September 1, 2020
Lauren	Quinn	Waterloo CI	September 1, 2020
Kathleen	Read	Grand River CI	September 1, 2020
Brian	Reichling	Forest Heights CI	September 1, 2020
Nikolaos	Rentas	Waterloo CI	September 1, 2020
Emily	Ritz	Forest Heights CI	September 1, 2020
Savita	Samaroo	Waterloo Oxford DSS	September 1, 2020
Jennifer	Sceviour	Waterloo Oxford DSS	September 1, 2020
Alana	Schott	Elmira DSS	September 1, 2020
Joseph	Seger	Sir John A MacDonald SS	September 1, 2020
Laura	Shantz	Eastwood CI	September 1, 2020
Kristen	Smyth	Forest Heights CI	September 1, 2020
Alicia	Snider	Galt CI	September 1, 2020
Jonathan	Spee	Forest Heights CI	September 1, 2020
William	Stroeder	Kitchener CI	September 1, 2020
Jacqueline	Sturm	Forest Heights CI	September 1, 2020
Matthew	Suhadolc	U-TURN (C)	September 1, 2020
Jennifer	Taves	Sir John A MacDonald SS	September 1, 2020
Marston	Taylor	Grand River CI	September 1, 2020
Montana	Telfer	Elmira DSS	September 1, 2020
Christina	Wood	Eastwood CI	September 1, 2020
Jaclyn	Wood-Salomon	Glenview Park SS	September 1, 2020
Rachel	Woolley	Waterloo Oxford DSS	September 1, 2020
Rebecca	Zister	Waterloo CI	September 1, 2020

**Staffing Information – New Appointments**  
**Current at September 28, 2020**

<b>New Appointments: Administrative and Support Staff</b>			
<b>First</b>	<b>Last</b>	<b>Position / Location</b>	<b>Effective Date</b>
Lucero	Castro Moreno	Custodian, Mary Johnston PS / Laurelwood PS	July 20, 2020
Denise	Foote	Custodian, Sandowne PS / Lester B Pearson PS	July 21, 2020
Marianne	Langstaff	Secretary, Forest Heights CI	August 31, 2020
Audra	Noble	Library Clerk, JF Carmichael PS	September 1, 2020
Cheryl	Noordam	Secretary, JF Carmichael PS	August 31, 2020
Victoria	Payson	Secretary, John Mahood PS	August 31, 2020
Julie	Taylor	Library Clerk / Secretary, Cedar Creek PS	August 31, 2020
Shauna	Wiley	Library Clerk, Chalmers Street PS	August 31, 2020

*New Hires - due to retirements, resignations or leaves and are to replace full or part time vacancies.*

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*Human Resource Services*



# Report to Board of Trustees

September 28, 2020

## Subject: Human Rights and Equity Department

### Recommendation

*The following report is for information purposes. It provides insight into the structure of the Human Rights and Equity Department, and details regarding the functions of the Human Rights Division, the Equity and Inclusion Division, and specifically provides an overview of the newly introduced Human Rights and Equity Advisor role. The Human Rights Equity Department takes a leadership role in the development and monitoring of the Equity and Indigenous Action Plan, leads department-specific strategies, and works collaboratively with all other departments or divisions in support of human rights and equity.*

### Status

The Human Rights and Equity Department (see Appendix A) is committed to providing equitable access to learning and working opportunities and outcomes for students and staff. This important work requires a fulsome review of current accommodation strategies, school practices, policies and procedures, all of which may have an impact on achieving equity of access to programs and supports. Our commitment to accessibility allows us to remove both the physical and attitudinal barriers that prevent staff and students from having the access they require. Our commitment to Human Rights is the foundation of our work in Human Rights, equity, anti-racism and anti-oppression.

The Department takes both a supportive and leadership role in the following:

- the development, implementation and monitoring of the **WRDSB Equity and Indigenous Action Plan**.
- system, school and classroom practices reflect multiple social realities and perspectives to identify and eliminate barriers to learning (**Culturally Relevant and Responsive Pedagogy**).
- equitable practices are reflected in our policies, procedures and programs
- the creation of inclusive environments where all stakeholders have a sense of belonging and feel connected.
- engagement with, and response to, the voices of those experiencing systemic oppression, discrimination or barriers to service as a result of WRDSB Policies, Procedures or practices (**Student, Family and Community Voices**).
- supporting system and school leaders in the development of equity competencies and the capacity to address issues of human rights, equity and anti-oppression at the system, school and classroom levels.

- strengthening our organizational culture to foster shared leadership, ensure learning cultures embody human rights and support the achievement of all of our students and the priorities in the Multi-Year Strategic Plan.

## Equity and Indigenous Action Plan

The **Equity and Indigenous Action Plan** sets out four areas of focus with specific short-term, intermediate and long range strategies that will help us to combat persistent inequities in the education system – all with the goal of improving student well-being and achievement, and the well-being of staff:

- School and Classroom Practices
- Leadership, Governance and Human Resource Practices
- Data Collection, Integration and Reporting
- Organizational Culture Change

The short-term, intermediate and long range strategies supporting these four areas of focus speak to the implementation and monitoring of our progress towards the elimination of systemic barriers to achievement and student and staff well-being.

## Equity & Inclusion Division

We are committed to providing each student with the knowledge, experiences, skills, attitudes and behaviours needed to live in a complex and diverse world, one that values multiple ways of knowing and being. To promote principles of Equity, anti-oppression, anti-racism and inclusive education through the curriculum, WRDSB staff will practice inclusive Curriculum.

Staff assigned to this division will be working in direct support of school administrators and school staff in the development of school improvement strategies, enhanced and inclusive curriculum and supporting all components of the conditions for learning framework.

In mobilizing the **Conditions For Learning Framework** we have the opportunity to establish supportive relationships in an inclusive, safe and caring environment and practice culturally relevant and responsive pedagogy and assessment, thereby creating equitable conditions for learning and optimal outcomes for each and every student.

WRDSB Equity and Inclusion Division have an established Equity Working Team (EWT) and Indigenous Learning Team (ILT), both of which are committed to supporting students, increasing the equity consciousness of all school staff.

Indigenous Education continues to be a key priority for the Waterloo Region District School Board, and we are committed to ensuring that each First Nation, Métis, and Inuit student has every opportunity for success and well-being.

Division staff are dedicated to realizing the **Calls to Action** identified within the **Truth and Reconciliation Commission Report**. Recognizing that the WRDSB functions

within a colonial education system that has been imposed on Indigenous peoples, understanding the effects of the Canadian Indian Residential School system on Indigenous peoples is a high priority. Building cultural competence about Indigenous ways of knowing and being, understanding Indigenous world views, land-based education and giving voice to Indigenous students, families and the community are key aspects of this work.

## Human Rights Division

The Waterloo Region District School Board is committed to ensuring that it creates and maintains a safe, caring, inclusive learning and working environment that is free of discrimination and harassment and in which everyone is treated with respect. The WRDSB's commitment reflects and is informed by the principles outlined in the [Canadian Charter of Rights and Freedoms](#) and the [Ontario Human Rights Code](#) (the "Code").

The **Human Rights Division** works with objectivity and independence from other system structures for the purpose of addressing matters specific to the Human Rights Code, the development and review of Board Policy and related Administrative Procedures and Human Rights Code-Related harassment and discrimination complaints.

The Human Rights Division is an independent and objective office responsible for:

- reviewing the board's policies and administrative procedures on an ongoing basis to ensure they are compliant with the Human Rights Code;
- providing human rights education and training to all members of the WRDSB community;
- confidentially reviewing and resolving complaints brought forward in a fair, just and equitable manner; and
- providing analysis and advice on human rights, including religious accommodation, inclusion strategies, support tools for traditionally marginalized communities and other equity issues.

## Human Rights and Equity Advisor (HREA)

The Human Rights Equity Advisor reports directly to the Director of Education, oversees the work of the Human Rights Officers and Investigator, and works in collaboration with members of the Senior Team on strategies that advance a Human Rights culture.

### 1. Building and maintaining a Culture of Respect for Human Rights

Through leadership, education and training, relationship building, and participating in system-level decision-making, the HREA supports the WRDSB in collaboratively identifying and addressing systemically-based human rights and equity issues and building the WRDSB's capacity to ensure compliance with the Ontario Human Rights Code.

### 2. Supporting the Resolution of Human Rights Complaints

Using their expertise and proven experience in human rights investigations, complaint resolution and restorative justice, the HREA will oversee the WRDSB's internal human rights complaints procedure.

### **Data-Informed Decision Making**

The development and ongoing process of implementing both a student and workforce census, provide critical insight to the impacts of our efforts, where our strategies are having an impact and where these same strategies are falling short of targets.

#### **Student and Workforce Census**

These data sets provide new insights to who within our system are or are not benefitting from our current approaches. From prior research across the Education Sector in Ontario, achievement and well-being gaps are strongly connected to demographic factors such as family income, race, gender, ethnicity, sexual orientation and disability.

## **Background**

### **Commitments**

The Waterloo Region District School Board is committed to:

- 1) Maintaining a learning and working environment that actively promotes and supports human rights, where equity of access to opportunities and outcomes are realized. The Board recognizes the value of:
  - each and every student;
  - a strong public education system;
  - a partnership of students, schools, family and community;
  - the uniqueness and diversity of our students and our community;
  - the commitment and skills of our staff;
  - equity, innovation, accountability and accessibility;
  - learning and working environments that are safe, nurturing, positive and respectful.
  
- 2) Meeting its obligation under the ***Canadian Charter of Rights and Freedoms*** and the ***Ontario Human Rights Code*** (Code) by providing inclusive, safe and caring schools and workplaces that respect the rights of every individual. Every student, employee, trustee, parent and community member has the right to learn, work and interact in an environment free of discrimination and harassment. Discrimination and harassment based on legislated prohibited grounds will not be tolerated. Such behaviour must be addressed not only for its cost in individual, human terms, but also for its cost to our social, economic, and civic future.

- 3) Ensuring that education on human rights issues, responsibilities and obligations is provided for all staff and students. All students, staff, parents, caregivers, and community partners should be able to move through our school system knowing that their rights will be protected. The wellbeing and success of our students, staff, and success of our system as a whole are dependent on our unwavering commitment to dismantling the structural barriers that impede our ability to serve our students and staff, each and every one.

### **Student Achievement and Well-being**

Student success and wellbeing drives everything we do within the Waterloo Region District School Board. Students, each and every one, deserve a great education and learning must be at the centre of every decision we make. We are committed to ensuring that all students can succeed by having equitable access to programs and resources. Human Rights and Equity principles support a culture of high expectations, which provides increased opportunities that lead to enhanced learning, well-being, and belonging.

### **Ontario Human Rights Commission**

The WRDSB is ideally positioned to promote and strengthen a human rights culture that encompasses both rights and responsibilities, with a special focus on educating children and youth and addressing systemic discrimination in our education system and society.

However, despite the aspirational values set out in both the *Education Act* and the *Code*, more work needs to be done to make sure the human rights of students and staff are respected. School environments must be inclusive, welcoming and safe for all students and staff regardless of their identity, and staff must have the competence and capacity to address all forms of discrimination. Ontario's education system must also address the rights of First Nations, Métis and Inuit (Indigenous) students and staff and the unique barriers they face in accessing education.

Unfortunately, many individuals, especially Indigenous peoples, racialized persons, including racialized creed communities, women and girls, people who identify as lesbian, gay, bisexual, trans, queer, two-spirited or questioning (LGBTQ+), people with physical, mental health and intellectual disabilities and people living in poverty experience discrimination and do not benefit equally from the education system. Inequality and discrimination have led to lifelong and even intergenerational impacts with significant personal, cultural, economic and social costs.

### **Financial implications**

Funding for the Human Rights and Equity Department was approved by Trustees on August 10, 2020 as part of the 2020-2021 Budget process.



**Communications**

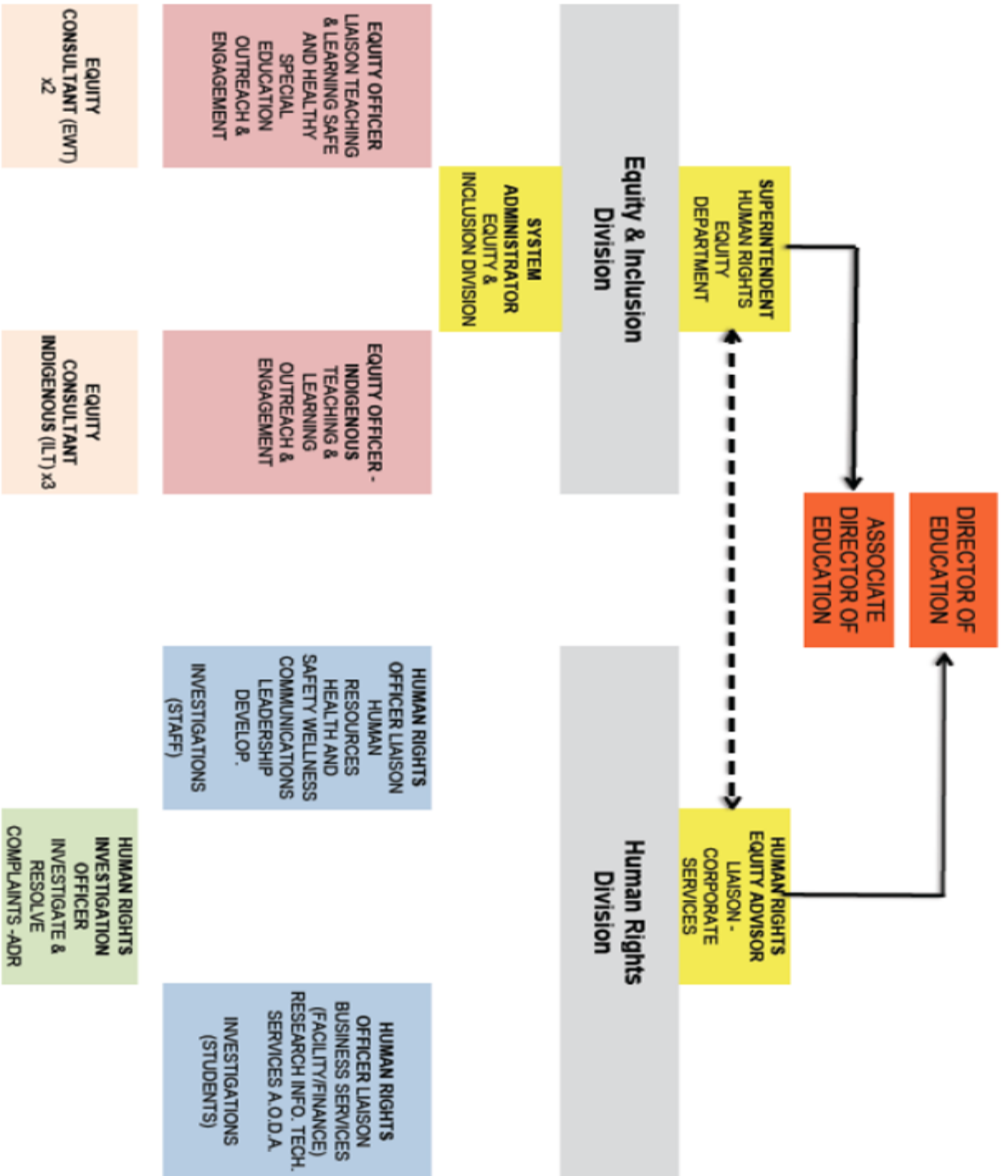
No communications are necessary at this time.

Prepared by: Peter Rubenschuh, Superintendent, Student Achievement & Well-Being, Human Rights and Equity Department

Deepa Ahluwalia, Human Rights and Equity Advisor, Human Rights and Equity Department

in consultation with Coordinating Council

Appendix A: Human Rights and Equity Department Structure



September 9, 2020

Honourable Stephen Lecce  
Minister of Education  
Ministry of Education  
438 University Avenue, 5th Floor  
TORONTO, ON M5G 2K8

Dear Minister Lecce:

Thank you for your continued efforts to open schools safely. Premier Ford and your government have repeatedly said encouraging statements of sparing no expense, leaving no stone unturned to ensure that our Province, and our most cherished resource –our children, are safe.

Honourable Minister, we are fighting a microscopic virus 10,000 times smaller than a grain of salt with an empty wallet. You have responded to the need for more funds by “unlocking” \$500 million in funds from school board reserves. While this sounds great in a sound bite, the reality for boards is more than difficult. Using reserve money creates inequities across the province in each board’s ability to access funds saved for augmenting programs, upgrades and special plans that directly improve students’ school experiences that may not be available through annual funding from the government.

You have stated we are in unprecedented circumstances because of this pandemic, and we need an unprecedented response. Cathy Abraham, President of the Ontario Public School Board Association, representing all public school boards across Ontario, replied that we need “something more than the use of reserve funds that **normal** prudent budgeting would allow.”

Lakehead Public Schools administration and staff have spent long hours, worked weekends and taken no holidays all summer in preparation for the opening of school, doing everything they can to make schools safe. Trustees were informed every step of the way of the latest Ministry guideline or statement regarding school opening and how our administrative team has followed every change, every expectation that the Ministry has given them – learning of your announcements through televised media conferences.

Numerous boards of education have already written to you pleading for more government money to help create proper physical distancing in classrooms, on school

busses, improve ventilation systems, and ensure we have proper health and safety measures in place, without using our reserve funds.

To ensure a safe return to school for all, the Board of Trustees of the Lakehead District School Board are requesting:

- that all ventilation updates and improvements be fully funded by the Provincial Government;
- that all health and safety funding (PPE, cleaning supplies, custodians...) be fully funded by the Provincial Government;
- that the Provincial Government provide full funding to enhance proper physical distancing on all school buses; and
- that the Provincial Government provide full funding to enhance proper physical distancing in all classrooms (reducing class size, additional teachers and educational staff).

We have all worked hard to make this opening as safe as possible for our children and staff. We must get this right; otherwise, we could be back to a full closure of education and gravely risk shuttering our economy once again.

Minister Lecce we are asking you to breathe life into an equitable and excellent education for every student in Ontario by providing full funding to make it happen. Please live up to your bold statements and commitment to spare no expense and fully fund schools as we have requested – as boards of education are requesting all across our province.

Respectfully,



Ellen Chambers, Chair Lakehead District School Board  
 Trustee Trudy Tuchenhagen, Vice-Chair  
 Trustee Arnone  
 Trustee Doughty-Smith  
 Trustee Oikonen  
 Trustee Saarinen  
 Trustee Sitch

Trustee Wemigwans  
Indigenous Student Trustee Keira Essex  
Student Trustee Simran Talpade

cc: Deputy Minister, Nancy Naylor  
MPP Michael Gravelle  
MPP Judith Monteith-Farrell  
Cathy Abraham, President, OPSBA  
TJ Geortz, Senior Communications & Policy Officer, OPSBA  
Michael Judge, President, LETO  
Rich Seeley, President, OSSTF  
Rod McGee, President, CUPE  
Diana Baker, President COPE  
Kari Simpson, President SSPs  
Shelley Crupi, President ECEs

August 31, 2020

The Honourable Stephen Lecce  
Minister of Education  
22<sup>nd</sup> Floor, Mowat Block  
900 Bay Street  
Toronto, ON  
M7A 1L2

Dear Minister Lecce:

On behalf of the Board of Trustees for the Simcoe County District School Board (SCDSB), I would like to take this opportunity to request that the Ministry of Education join us in acknowledging the existence of systemic racism in society and the importance of addressing racism, hate and oppression of all kinds. The SCDSB rightly holds Equity, Diversity and Inclusion as one of our four key strategic pillars and we recognize that continual learning, reflection and improvement are crucial. We are committed to educating our students and staff about the importance of standing up to racism and the harm that it causes to marginalized groups in society.

Further, we would ask that the Ministry commence a review of all curriculum documents through a systemic racism lens and make the necessary revisions. Such needed updates would have tremendous impact in our classrooms as we strive to meet a key SCDSB operational goal which is:

- i. Educators will work to identify and reduce bias and barriers to ensure that curriculum and pedagogy are reflective and representative of the diverse identities of our students and families and of global identities.

Our students need to see themselves and their lived realities in their learning. With that being the case, the curriculum needs to be updated so that students see the various historical realities of the Canadian context, as well as the many positive contributions to society made by people from all backgrounds. We were pleased to see some movement towards these ends in the recently updated Mathematics Curriculum where there is now a focus on human rights, equity and inclusive education in mathematics. These revisions include the requirement to highlight diverse mathematical figures in history, so that students can see themselves reflected in mathematics learning supporting the development of their sense of self.

In closing, the Board of Trustees for the SCDSB respectfully requests that dedicated funding be re-instated to support the work being done in our schools through our Equity, Diversity and Inclusion Department. While the board is appreciative of the financial commitments made by the Ministry in support of technology purchases and health and safety measures as a direct result of the COVID 19 situation, we strongly believe that the work of pursuing safe, supportive



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learning and working environments for all students and staff is also critical. While we will continue to allocate funding from our Grants for Student Needs funds to facilitate the ongoing work within our established pillar of Equity, Diversity and Inclusion, we are requesting that you join us in providing additional, dedicated financial support in this realm. The work of addressing racism, hate and oppression of all kinds is difficult work, but it must be done.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Lloyd", written in a cursive style.

Jodi Lloyd  
Chairperson  
Simcoe County District School Board

c: Hon. Doug Downey, MPP, Barrie, Springwater, Oro-Medonte  
Hon. Jill Dunlop, MPP, Simcoe North  
Andrea Khanjin, MPP, Barrie, Innisfil  
Jim Wilson, MPP, Simcoe Grey  
Hon. Caroline Mulroney, MPP, York-Simcoe  
Chairs, Ontario Public School Boards Association  
Board of Trustees, SCDSB  
Steve Blake, Director of Education, SCDSB  
John Dance, Associate Director, SCDSB  
Brian Jeffs, Superintendent of Business and Facility Services, SCDSB



**UPPER GRAND  
DISTRICT SCHOOL  
BOARD**

**Martha MacNeil**

*Chair, Upper Grand District School Board*

**Board Office:** 500 Victoria Road N. Guelph, ON N1E 6K2

**Email:** martha.macneil@ugdsb.on.ca

**Tel:** 519-822-4420 ext.735 or Toll Free: 1-800-321-4025

September 15, 2020

The Honourable Stephen Lecce  
Minister of Education  
5th Floor  
438 University Avenue  
Toronto, ON M5G 2K8

Dear Minister Lecce,

I have been directed to write to you by the members of the Upper Grand District School Board with a request for increased funding to assist in reducing class sizes and in increasing the safety on buses for both students and drivers.

We are very grateful for the funding we have received from both the provincial and federal governments designated for the hiring of additional teachers in order to reduce class sizes. We are also grateful for the opportunity to access \$8 million of our reserves, also to be used for the hiring of teachers.

Despite this influx of funding and our vigorous efforts to hire as many teachers as possible in a very short period of time, we are finding that it is still not enough to reduce all class sizes sufficiently to maintain 1m of distancing, let alone the 2m that is recommended by Public Health.

In addition, many concerns have been presented to trustees by parents and bus drivers regarding safety in school transportation vehicles. It is felt that as drivers are focused on driving safely, they are unable to adequately monitor the students to ensure that they are keeping their masks on, maintaining proper distance, and staying in their assigned seats. The proposed solution is to add a bus monitor to each route to assist the driver.

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**Upper Grand District School Board**

- |                                       |               |              |                  |                 |
|---------------------------------------|---------------|--------------|------------------|-----------------|
| • Martha MacNeil; Chair               | • Mark Bailey | • Jolly Bedi | • Linda Busuttil | • Gail Campbell |
| • Barbara Lustgarten Evoy; Vice-Chair | • Jen Edwards | • Mike Foley | • Robin Ross     | • Lynn Topping  |



We are respectfully requesting increased funding to help us make sure that all students and teachers are as safe as possible in smaller classes and to place bus monitors on all routes to enhance the safety of the riders and the drivers.

Thank you for your consideration of this request.

Sincerely,

Martha MacNeil  
Chair  
Upper Grand District School Board  
Dear Minister Lecce,

cc: Premier Doug Ford  
Ted Arnott, MPP Wellington-Halton Hills  
Sylvia Jones, MPP Dufferin-Caledon  
Mike Schreiner, MPP Guelph  
Randy Pettapiece, MPP Perth-Wellington  
OSSTF District 18 and Upper Grand ETFO  
T. J. Goertz, Senior Communications and Policy Officer, OPSBA  
All Public Board Chairs  
Ontario Public School Boards' Association  
UGDSB Board of Trustees  
Martha Rogers, Director of Education, UGDSB  
Service de transport de Wellington-Dufferin Student Transportation Services

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**Upper Grand District School Board**

• Martha MacNeil; Chair	• Mark Bailey	• Jolly Bedi	• Linda Busuttil	• Gail Campbell
• Barbara Lustgarten Evoy; Vice-Chair	• Jen Edwards	• Mike Foley	• Robin Ross	• Lynn Topping



September 17, 2020

The Honourable Doug Ford, Premier of Ontario  
 The Honourable Stephen Lecce, Minister of Education  
 The Honourable Chistine Elliot, Minister of Health, Government of Ontario  
 Chair Gary Carr, Regional Chair of Halton  
 Dr. Hamidah Meghani, Medical Officer of Health, Halton Region

To the Honourable Doug Ford, the Honourable Stephen Lecce, the Honourable Christine Elliot, Chair Gary Carr and Dr. Hamidah Meghani:

As the Province of Ontario battles COVID-19, all barriers to easily accessible and efficient testing must be eliminated to ensure equitable access to education and stable, safe learning environments, to mitigate increased short-term staffing costs, and more broadly, to foster recovery of the economy.

In Halton Region, as in many locations around Ontario, staff and students are unable to easily access testing and receive timely results. All local COVID-19 testing centres require an appointment. For symptomatic individuals, local testing sites are currently booking appointments up to four days after an initial appointment request is made. Then, public health documentation states that it can take up to four additional days to receive results (with a caveat on the Ministry of Health's results portal stating that it may take longer).

As the listed symptoms for COVID-19 mimic symptoms of common ailments in children and adults, there will be many students and staff potentially waiting for up to eight days to receive results. There are many negative implications to this, including up to eight days of:

- lost in-person learning for students
- demand for Board resources required to retain short-term occasional (supply) staff to cover teachers and educational assistants (EAs)
- lost working time for a parent or guardian, potentially putting families at risk of lost wages and job loss
- delayed contact tracing and containment, potentially allowing COVID-19 to spread in communities and schools in the event that tests do in fact return positive (hence, dramatically increasing the time and resources required for the resultant contract tracing and containment).

Easily accessible, immediate COVID-19 testing and rapid (same-day) results would mitigate these issues.

Street Address: J.W. Singleton Education Centre • 2050 Guelph Line, Burlington, Ontario L7P 5A8

Mailing Address: J.W. Singleton Education Centre • P.O. Box 5005, Stn. LCD 1, Burlington, Ontario L7R 3Z2

**Phone: 905-335-3663 | 1-877-618-3456 Fax: 905-335-9802**

[www.hdsb.ca](http://www.hdsb.ca)

The long wait times for testing and results faced by students, staff and family members experiencing suspect symptoms upon self-assessment, highlight the pressures placed upon testing sites and Ontario's lab capacity, and point to the demand for testing which will only continue to grow as Ontarians continue to be vigilant in their efforts to stop and prevent the spread of COVID-19 during this pandemic.

One possible solution may be to direct the new Public Health Nurses to the role of student/staff COVID-19 testing in order to support stable and safe learning environments.

In sum, the Trustees of the Halton District School Board implore you to make same-day, easily accessible COVID-19 testing and results for students and staff an immediate and top priority.

Sincerely,



Andréa Grebenc  
Chair of the Board of Trustees, Halton District School Board

Cc: MPP Ted Arnott,  
MPP Stephen Crawford,  
MPP Parm Gill,  
MPP Jane McKenna,  
MPP Effie Triantafilopoulos,  
Ontario School Board Chairs (English Public, English Catholic, French Public, French Catholic)  
President Cathy Abraham, Ontario Public School Board Association