



NAMING AND RENAMING OF BOARD FACILITIES

Legal References:	United Nations Declaration on the Rights of Indigenous Peoples ; Canadian Charter of Rights and Freedoms (Section 15) ; Ontario Human Rights Code (The Code) ; The Education Act .
Related References:	Board Policy 1017 - Human Rights <i>Administrative Procedure 4865 – Naming and Renaming of Board Facilities</i> <i>Glossary of Definitions, Indigenous, Equity and Human Rights Department</i> Truth and Reconciliation Commission of Canada: Calls to Action
Effective Date:	November 2015;
Revisions:	December 2017; January 2020; June 2021;
Reviewed:	

1. Rationale

The Waterloo Region District School Board (WRDSB) recognizes that our facilities are an integral part of the community in which they are situated. As such the naming of a school or facility will be determined by the WRDSB following its commitment to consultation with students, parents, caregivers and families, staff and members of the local community, including local Indigenous communities. The WRDSB is committed to the Truth and Reconciliation Commission Calls to Action 62 and 63 related to Education for Reconciliation within the public landscape of the traditional and unceded territories.

School names will reflect the Board's commitment to promote Indigenous education, equity, human rights, inclusive learning and working environments for all students and staff. A proposal with rationale for renaming should be submitted to the Coordinating Superintendent Business Services and Treasurer of the Board or as delegated.

The name of a school should be supported by the school community and provide opportunities for students, parents, caregivers and families, and community members to be inspired to learn, and to engage and promote belonging and building a sense of community.

2. Objectives

2.1 The objective of this policy is to provide the process and parameters for the naming or renaming of schools that supports the Board's commitment and legal responsibilities to Indigenous rights, human rights, anti-oppression, anti-racism, and anti-discrimination (as per [Board Policy 1017 - Human Rights](#)).

2.2 Waterloo Region District School Board (WRDSB) recognizes that Indigenous rights are inherent and distinct. Recommendations of possible names for schools will not be such as to infringe or otherwise offend the inherent rights of Indigenous Peoples and will support the rights of all students and staff in an environment that is free from discrimination.

3. Definitions

The following definitions are sourced from the Terms and Definitions Glossary developed by the Indigenous, Equity and Human Rights Department at the WRDSB. The terminology has been carefully researched, thoughtfully discussed and commonly used in conversations regarding social justice, diversity, equity, accessibility and allyship. Language is always evolving and some of these terms and definitions may change in relevance over time.

In this Policy,

- Anti-racism/Anti-oppression refers to an active and consistent process of change to eliminate individual, institutional and systemic racism as well as the oppression and injustice racism causes.
- Board refers to the Board of Trustees for Waterloo Region District School Board.
- Diversity refers to the presence of a wide range of human qualities and attributes within an individual, group, or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, gender identity and expression, educational background, and expertise.
- Equality: means everyone is given the same resources, in an effort to promote fairness, but it can only work if everyone starts from the same place and needs the same help.
- Equitable: just or characterized by fairness or equity. Equitable treatment can at times differ from the same treatment.
- Equity: fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life.
- First Nation(s)/First Nations People: First Nation is a name used to recognize the many nations of people that lived across North America except for the far north. There are many First Nations and each one is distinct from one another in their languages, ways of life, values and beliefs. First Nations people/community members are likely to identify as members of specific nations or communities within those nations (ie. Haudenosaunee, Anishinaabe, Mushkegowuk). Generally, "First Nations People" is used to describe both Status and Non-Status Indians. The term is rarely used as a synonym for "Aboriginal Peoples" because it usually does not include Inuit or Métis people.
- Inclusive design: Taking into account differences among individuals and groups when designing something, to avoid creating barriers. Inclusive design can apply to systems, facilities, programs, policies, services, education, etc.
- Indigenous: The word 'indigenous' refers to the notion of a place-based human ethnic culture that has not migrated from its homeland, and is not a settler or colonial population. In this country known as Canada, the word Indigenous is an umbrella term that encompasses First Nation, Métis and Inuit Peoples.
- Inuit: the Indigenous peoples of the Arctic. The word Inuit means "the people" in the Inuit language of Inuktut (Inuktitut, Inuttitut). The singular of Inuit is Inuk. Many Inuit in Canada live in 53 communities across the northern regions of Canada in Inuit Nunangat, which means "the place where Inuit live."
- Malicious request: a request to rename a school that is deliberately and maliciously submitted in order to damage the reputation of a person or group, or otherwise filed in bad faith, or which is known or ought to have reasonably been known by the requesting party to have no reasonable basis in fact and in fact may be considered a violation of this policy.

- Métis does not include all with mixed ancestry. Rather, Métis refers to distinctive peoples who, in addition to their mixed ancestry, developed distinct customs, way of life and recognizable group identity separate from their First Nations and European forebearers.
- School community refers to the students, staff, families and stakeholders specifically affiliated with an individual school.
- Staff refers to any individual who is employed by Waterloo Region District School Board.
- WRDSB refers to the corporate entity of Waterloo Region District School Board.

4. Responsibilities

Trustees: For the purposes of this policy, Trustees are responsible for setting the strategic direction of the Board and developing and maintaining policies per [Board Policy G100 Governance Policy - Foundations](#). They are also responsible for monitoring and evaluating the effectiveness of policies developed by the Board in supporting the Strategic Plan.

Director of Education: For the purposes of this policy, the operations of the WRDSB are the responsibility of the Director of Education (and designates) and include measures to operationalize and ensure compliance with Board Policy by adapting and implementing appropriate Administrative Procedures and by providing professional learning and training to staff to support implementation.

5. Policy

To name a new or consolidated school or facility, a Naming Committee shall be established to provide a short-list of recommendations to the Board based on the criteria described in section 5.2 of this Policy.

The WRDSB will consider proposals to re-name a school or facility only in exceptional circumstances, where the existing name is deemed to no longer be serving the needs of the school population, of the community or no longer aligns with this policy or the WRDSB's core values and strategic priorities.

The Naming Committee shall reflect the diverse communities the WRDSB serves and be comprised of:

- the area Trustees (no fewer than two Trustees),
- the Family of Schools Superintendent of Student Achievement and Well-Being or designate,
- representatives from the Indigenous, Equity and Human Rights Department (IEHR),
- representatives from equity seeking and Indigenous groups,
- representatives from the school community,
- representatives from the School Council, and
- representatives from the school's staff and students

5.1 The Naming Procedure will be initiated under the following conditions:

- 5.1.1 The demolition and/or consolidation of programs or schools;
- 5.1.2 A request from the community;
 - The current name does not align with the Board's commitment or legal responsibilities to Indigenous rights, human rights, anti-oppression, anti-racism, anti-discrimination and equitable and inclusive education; or
 - The current name was appropriated from a culture or community without the necessary engagement and consultation with representatives from the community;
- 5.1.3 The building of a new school or facility;
- 5.1.4 Extraordinary circumstances at the discretion of the Board;
- 5.1.5 The Board, in conjunction with the school community, has developed a new identity for the school.

- 5.2 The name for a school shall align with 2.1 and 2.2 of this Policy and the following criteria shall be applied by the Naming Committee for the selection of a new name:
- 5.2.1 WRDSB schools and facilities will not be named for individuals as of June 2021;
 - 5.2.2 WRDSB facilities shall be given a name which is meaningful and reflects local historic events and/or places and distinguishing characteristics of the area, and that the name is not associated with family names;
 - 5.2.3 In selecting a place-based name that acknowledges and honours Indigenous history and the diverse cultures found within a community, it is necessary to seek early engagement and involvement from the appropriate Indigenous and school communities;
 - 5.2.4 In no case will any school or facility be named after a corporation;
 - 5.2.5 The people most harmed by a name will be directly consulted, with an Indigenous, equity and anti-racist approach.
- 5.3 The Board may choose to accept or reject any recommendation of the Naming Committee, but shall not choose any name not on the short-list of names recommended by the Naming Committee.
- 5.4 The Board may choose to determine a request to be malicious or vexatious and may refuse to act on the request.

6. Evaluation

This Policy is subject to review and revision as may be deemed appropriate by the Board but shall be brought to the Board for review at least every three years.