



Date Approved:

Projected Review Date:

Value Statement

The Hamilton-Wentworth District School Board is committed to the principles of equity through inclusive programs, curriculum, services, and operations, in accordance with the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code and the Education Act. (Equity Policy statement)

Responsibility: Director of Education

1. Guiding Principles/Strategic Direction:

Acknowledge the diversity, dignity and worth of all individuals and respect their roles, competencies and contributions to the H.W.D.S.B.'s mission. (2006 - 2009 Core Commitment)

Ensure a safe, welcoming, inclusive environment that nurtures personal achievement. (2006 Core Commitments)

The HWDSB will be an employer of choice that will attract and retain an effective, diverse and highly functioning workforce. (2006-09 Strategic Goals)

Use resources wisely, efficiently, effectively and equitably. (2006-09 Core Commitment)

2. Objectives:

The principles of equity, as delineated in the Equity Policy Statement, Equity Policy, Equity Policy Guiding Principles and Equity Policy Supporting Guidelines (both accepted and under development) help guide the actions of the H.W.D.S.B.

All H.W.D.S.B. policies, practices and procedures are bias free, non-discriminatory and in alignment with the Ontario Human Rights Code and the Charter of Rights and Freedoms.

The identification and removal of discriminatory barriers within the HWDSB.

3. A statement of intended outcomes:

All staff, students, parents/guardians and the community at large will be respected, welcomed and nurtured.

All H.W.D.S.B. policies, practices and procedures are bias free, non-discriminatory and in alignment with the Ontario Human Rights Code and the Canadian Charter of Rights and Freedoms.

All staff, students, parents/guardians and community members have equitable access to the goods and services provided by the H.W.D.S.B.

All barriers to equitable access and outcomes at the H.W.D.S.B. are identified and removed.

4. The action required:

To develop, implement and monitor, through the School and Service Improvement Planning process, the *Equity Policy Supporting Guidelines* for:

- Antiracism and Ethnocultural Equity (complete)
- Anti-classism and Socio-economic Equity (complete)
- Sexual Orientation (complete)
- Gender Equity (draft complete; at validation stage)
- Equity for Persons with Disabilities (development begun)

To review HWDSB policies, practices and procedures in accordance with Ministry of Education regulations and the Equity Policy Guiding Principles:

- Policies, Guidelines and Practices
- Leadership
- School Community Partnerships
- Curriculum
- Student Languages
- Student Assessment, Evaluation, Reporting and Placement
- Counseling/Guidance/Support Services
- Harassment
- Employment Practices
- Staff Development

5. Key measures of success:

The principles and practices of Equity as outlined in the Equity Policy Statement, Guiding Principles and Supporting Guidelines are reflected in the Strategic Directions and Strategic Planning processes.

Parent satisfaction surveys will demonstrate increased confidence in the Hamilton-Wentworth District School Board. (*2006-09 strategic goals*)

Design and deliver staff development initiatives in a manner free from discrimination and strive to include a relevant understanding of the principles of Equity, where appropriate.

Monitor and measure the involvement of diverse communities with HWDSB.

Develop and implement a recruiting and hiring program, with measurable indicators of success, focused upon creating a workforce that greater reflects the demography of the community it serves.

Apply disaggregated demographic data to the analysis of student achievement with the purpose of directing resources to improve student achievement where necessary.

Monitor that the Ontario Curriculum is delivered through programs that are planned and implemented in a manner that is free from discrimination; and fulfills the commitments set forth in the Equity Policy Statement, Equity Policy Guiding Principles and Equity Policy Supporting Guidelines.

6. References to any related policies/policy directives:

Equity Policy Statement

Equity Policy Guiding Principles

Equity Policy Supporting Guidelines:

- *Antiracism and Ethnocultural Equity*
- *Anti-classism and Socio-economic Equity*
- *Sexual Orientation*
- *Gender Equity (to be completed)*
- *Equity for Persons with Disabilities (to be completed)*

Accessibility (Barrier-Free Pathways)

Faith Clubs and Prayer Activity

Compensatory Schools

7. Legal references

Ontario Human Rights Code

Canadian Charter of Rights and Freedoms

Ministry of Education Policy and Program Memorandum 119