



Billy Green Elementary School

PROUD SCHOOL OF HAMILTON-WENTWORTH DISTRICT SCHOOL BOARD

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May 1, 2019

Dear Billy Green Families,

It has been a pleasure getting to know our students and meeting many of our families as we have assumed our leadership roles at Billy Green School. Each day we have the opportunity to get to know our students better and discover their unique talents and potential. We are both excited to be a part of the Billy Green Community.

We are writing to you today to open up a dialogue. We would like to bring your attention to an issue that is making some of our students feel unsafe and is contributing negatively to the culture in our school. We have received reports from students, staff and parents/caregivers regarding students' use of racially charged language at school, specifically, incidents where students have used the N-word and other racial slurs. This behaviour divides and excludes groups of students. We are extremely concerned about the impact this has on all our students, particularly our racialized students. Our mission at HWDSB is to *empower students to learn and grow to their full potential in a diverse world*. As members of the Billy Green Community, we all have a role to play in creating a culture where all students and staff feel safe, supported and accepted.

As administrators, we take seriously our responsibility to create a welcoming and inclusive environment. We expect all our students to show respect for themselves, their peers and staff, and to be responsible for their actions and behaviours, on and off school property. There is no place for hateful behaviour in our school.

We recognize the need to educate ourselves, our staff and our students so that we are better able to address racial slurs and encourage respectful and inclusive learning environments. With support from HWDSB's Positive Culture and Well-Being Consultant and Human Rights and Equity Officer, we are currently creating a targeted learning plan that involves students and staff. Over the final months of the school year, students in grades 5 to 8 will be involved in classroom-based learning sessions. Our goal is to encourage students to engage with each other in respectful and inclusive ways that align with the HWDSB Code of Conduct.

At home, we encourage all parents/caregivers to review the HWDSB Code of Conduct (found at <http://bit.ly/2uUH2Rd>) with your child(ren). You can help children follow these expectations by discussing ways that we show respect and dignity for everyone in the Billy Green School Community.

We value your partnership and with your support, we are confident that we can continue to build a school community that will make all of us proud. If you have any questions, please feel free to contact us.

Sincerely,

Ms. M. Wilson

Mrs. L. Tovey

curiosity.

creativity.

possibility.

HWDSB