

MEMO

DATE:	Tuesday, November 16, 2021
TO:	Elementary and Secondary Principals and Vice-Principals
FROM:	Yohana Otite, Human Rights and Equity Officer
SUBJECT:	Human Rights Policy- HWDSB wants to hear from you ACTION: Please add information to School Newsletters

HWDSB is developing a pillar human rights policy to help everyone understand their human rights, roles and responsibilities in HWDSB learning and working spaces. The human rights policy will serve as an anchor to related policies and further HWDSB's commitment to foster and maintain a culture of human rights.

Engagement and Listening Sessions

We are committed to developing a policy that reflect the voices of the communities we serve, especially those that often experience discrimination due to their race, gender, disability, ethnicity, religion, place of origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, family status and other reasons. All HWDSB community members (students, parents, caregivers, guardians, staff, volunteers, community partners and community members) are invited to share their perspectives to inform the human rights policy and procedure.

There are four ways for students, staff, families and community members to get involved:

- Complete the [human rights policy survey](#) - open until **January 5, 2022**
- Share responses to the Human Rights Policy discussion questions by emailing written, audio or video submissions to humanrights@hwdsb.on.ca.
- Send responses anonymously through this anonymous form- <https://ca.research.net/r/HumanRightsPolicyQuestions2021-2022>
- Participate in a virtual listening session- register to one of the sessions planned between November 24 to December 16, for students, parents/ community members and staff:
 - Students: [register here](#)
 - Families/community members: [register here](#)
 - Staff: [register here](#)

HWDSB

Human Rights Office
Hamilton-Wentworth District School Board
20 Education Court, P.O. Box 2558
Hamilton, ON L8N 3L1
Email: humanrights@hwdsb.on.ca

Please widely share the above information to all school communities. An additional session is planned for December 9th (6pm to 7:30pm) for school council members and HWDSB community advisory committees. A separate invite will be sent to school councils and committee members, however, members can RSVP now by emailing us at humanrights@hwdsb.on.ca.

To learn more about the Human Rights Policy, go to hwdsb.on.ca/human-rights-policy