

HUMAN RIGHTS POLICY DEVELOPMENT ENGAGEMENT AND CONSULTATION PLAN

October 2021

Purpose of Engagement and Public Consultation

i **Engagement/ Listening Session:**

Before drafting the policy, we will engage students, staff, parents/ guardians/ caregivers, trustees, committee members, partners and other stakeholders to collaboratively develop the human rights policy and associated procedure, which will serve as an anchor to related policies and further HWDSB's commitment to learning and work environment that are safe, inclusive and free from discrimination and harassment. This will focus on seeking input for consideration, engaging diverse voices, building relationships, share information and identify gaps in current policies/practices, and will inform the development of the human rights policy and procedure.

Public Consultation

This phase is the formal policy public consultation to be conducted after the drafting of the policy to gather further input and feedback to inform the drafting of the final policy. The draft policy will be available to the public for 30 days to comment on and provide input/feedback.

Connection with HWDSB's strategic direction

i *The engagement and consultation plan align with HWDSB's strategic priorities under Positive Culture and Well-being, Effective Communication and Partnerships. It also aligns with HWDSB's Equity Action Plan which calls for improved and inclusive community-school partnerships, involvement and engagement.*

From recent system reviews conducted due to serious incidents and allegations (for example, Safe Schools Review and Trustees Code of Conduct Review), it can be inferred that staff, students, families and other stakeholders may not find it easy to navigate the system, nor understand the process of reporting and resolving incidents. To build trusting relationships with impacted communities, specially students and their families, the development of the human rights policy needs to start from listening. This process of engaging with stakeholders before drafting the policy may disrupt the regular policy making process, but it is crucial in listening to diverse voices and engage in an authentic, responsive and meaningful way.

This also aligns with the establishment of the Human Rights Office and the role of the Human Rights and Equity Officer which under the Ministry of Education's TPA has the mandate to build and maintain a culture of human rights at HWDSB.

Who will be engaged and consulted

i *As much as possible, we want to hear from all HWDSB stakeholders, prioritizing the needs of students at all levels and with a targeted approach to hear from diverse communities that experience discrimination due to disabilities, race, gender, sexual orientation, ancestry, ethnicity, religion, economic status and other code grounds. We will be engaging and consulting: Students, Parents/ guardians/caregivers, Staff, Unions, Trustees, Community Advisory Committees, Community partners and Critical friends*

Methodologies

i Engagement and consultation will be carried out using: surveys, public meetings/ focus group discussions, outreach to specific groups, interviews, written email submissions, audio/video submissions.

Timeline

Engagement	Date		
Survey	November - Dec		
Focus Group Sessions	Students	Parents/Communit	Staff
General Session	November 24 6pm - 7:30pm	November 24 6pm - 7:30pm	November 24 6pm - 7:30pm
Indigenous communities ¹	TBD	TBD	TBD
Black/ African Descent communities	November 25 6pm - 7:30pm	November 25 6pm - 7:30pm	November 25 6pm - 7:30pm
Racialized communities	November 30 6pm – 7:30pm	November 30 6pm – 7:30pm	November 30 6pm – 7:30pm
Faith-based and ethno-cultural communities	December 1 6pm -7:30pm	December 1 6pm -7:30pm	December 1 6pm -7:30pm
Two Spirit and LGBTQIA+	December 15 6pm – 7:30pm	December 15 6pm – 7:30pm	December 15 6pm – 7:30pm
Student Trustees, Student Senate and Student Advisory Groups	December 8 4pm – 5:30pm		
Person with Disabilities	December 16 6pm – 7:30pm	December 16 6pm – 7:30pm	December 16 6pm – 7:30pm
Newcomer/ immigrant and/or English Language Learners	December 9 6pm – 7:30pm	December 9 6pm – 7:30pm	
Schools Councils/ Community Advisory Committees	Dates		
Human Rights and Equity Community	November 18 4:30 pm – 6pm		
FNMI and Indigenous Education Circle ²	TBD		
PIC, SEAC, French, Rural, Faith, School Councils	December 9 6pm - 7:30pm		
Employee groups/Community partners/ groups			
Targeted meetings and interviews (community groups)	Nov/ Dec/ January		
Union Leaders	December 3 rd 10am to 12pm		
HWPC- Human Rights and Equity Committee	December 2, 2pm – 4pm		

¹ To be determined by the Indigenous Education/ICS department

² To be determined by the Indigenous Education/ICS department

Engagement Content

i **Focus Group Discussions:** Each focus group discussion will start with a short presentation sharing the scope of the conversation, the purpose and the framework of the human rights policy and procedure. Guidelines of conversation will be provided to ensure confidentiality and promote safer space. Facilitators will guide the conversation, take notes and take a neutral stance to ensure authentic engagement. These 3 guiding questions will be used:

Guiding Question

1. *What are some of the human rights issues in HWDSB that should be addressed in the Human Rights Policy?*
2. *Currently, there are some ways human rights concerns can be brought forward. Schools and the Board have the obligation to address issues in a timely manner.*
 - *What is working, what should we keep/enhance?*
 - *What is not working?*
 - *What should we do to improve?*
3. *How can HWDSB best communicate with staff, students and families about the new human rights policy and procedure?*