DISMANTLING ANTI-BLACK RACISM STRATEGY

GOAL
Achieve racial equity in YRDSB schools for Black students and staff.

OBJECTIVES
- Normalize conversations about anti-Black racism
- Operationalize anti-racism
- Measure inequities and progress
- Build organizational capacity
- Build capacity and commitment within York Region
- Evidence-based decision making

FOUNDATIONAL PRINCIPLES
1. Black children experience an educational system that limits their ability to learn.
2. Black students have a right to access the same education promised to all Ontario students.
3. Black students have a right to learning environments that not only protect them from anti-Black racism and other forms of oppression, but also affirm their identities, foster their strengths, and contribute to their overall well-being.
4. While teachers are primarily responsible for student learning in schools, Black parents and other members of the Black community are key partners in their children's education.
5. Anti-Black racism is a systemic problem in the education system and throughout society, and harm can be perpetuated by even the most well-meaning and competent staff.
6. This strategy will be implemented with urgency, recognizing that generations of Black students in Ontario have experienced anti-Black racism in education.
7. Accountability for and commitment to the implementation of this strategy must be visible throughout the organization and clearly articulated and demonstrated by senior leaders.
8. In order to change outcomes for Black students, the ideology that sustains anti-Black racism needs to change, not simply the behaviours of individuals.
9. The Board will act with courage, sustained focus, and endurance to embrace innovation, knowing that traditional school practices may work for some but not all children.
10. Understanding that not all initiatives in this strategy may have the desired impact, the Board will adopt a learning mindset when implementing this strategy.
11. Success will be measured not by the completion of actions but by the change made to the well-being and academic achievement of Black students and the representation and well-being of Black staff.