

# 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.



## FOUNDATIONAL PRINCIPLES

- 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.