



Thank You

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# York Region District School Board's Dismantling Hate and Oppression Framework

Amplifying your voice to effect change!



by [Latoya Reid](#) on November 23, 2023

Dear members of the School Board community,

This communication serves as a notice of completion and a thank you, from our team at [ReiDefine Consultancy](#), for your participation in the creation of the York District School Board's **Dismantling Hate and Oppression Framework**.

As we communicated previously, this work is in alignment with the Board's Multi-year Strategic Plan and the Director's Action plan with the goal of championing equity and inclusivity for all, and to specifically address the gruesome prevalence of all forms of racism, hate and discrimination within the region.

Our findings have been synthesized and the report of these findings, along with recommendations for the school district, has been delivered to the Board for the next step in the process of dismantling hate, oppression, and discrimination within the Board.

It is with heartfelt gratitude that we extend our most profound appreciation to the diverse and dedicated individuals, teams, and organizations within the York Region community whose invaluable contributions have shaped the content and insights presented in this report. These include the staff, students, family members and community partners who generously gave their time and energy to share their stories and contribute to a greater understanding of the issues addressed in this report. Your bravery in sharing your stories, and your unwavering drive along the journey to dismantling hate, oppression, and discrimination have been instrumental in the development of this framework. We honour your resilience.

We have made every effort to be collaborative and inclusive throughout our work and were intentional in fairly and accurately reflecting the perspectives of all participants. With the main aim of amplifying all voices who are impacted by hate, oppression and discrimination, we hope the framework reflects the sentiments shared with us, and that the framework is a resourceful tool to the school board's efforts in achieving equitable and inclusive school environment for all.

We look forward to the Board's next steps in the publishing of the report and the implementation of the recommendations as informed by the community.



ReiDefine Consultancy Inc., 7030 Woodbine Ave, Suite 500, Markham, ON. L3R 6G2

[www.reidefineconsultancy.com](http://www.reidefineconsultancy.com)

Email: [hello@redefineconsultancy.com](mailto:hello@redefineconsultancy.com)