

Executive Summary- Toronto District School Board's Anti-Hate and Anti-Racism Strategy

Introduction

We live in a world where hate and racism exist. The Toronto District School Board (TDSB) is not immune to these acts of discrimination. TDSB acknowledges that in order to be effective in addressing these issues, the community has to play a central part in this work. This is especially true when it comes to achieving equitable, quality education, and fostering excellence for every student.

All Canadians have the right to equal opportunity and treatment, irrespective of their identities and experiences (Statistics Canada, 2022). Despite an emphasis on social equality as public policy, many people living in Canada continue to face discrimination and are not always treated equally (Statistics Canada, 2022). Acts of hate and racism target the integral parts of a person's identity and often affect the wider community (Office for Democratic Institutions and Human Rights, 2018; Perry, 2010). In fact, in 2020, Ontarians witnessed the largest increase in the number of reported hate crimes in over a decade (Statistics Canada, 2022). Accordingly, combatting hate and racism are a focus of social concern not only at the TDSB but also in institutions across the country. The actions tied to addressing hate, racism and discrimination is an expectation informed by human rights principles as set out in the Ontario *Human Rights Code* (the *Code*).

TDSB has significant learning to do to support understanding the various forms of hate and racism. This requires intersectional and systemic approaches with student success as the primary focus. How we address specific forms of hate, racism, and discrimination needs coherency, community partnership, and cross collaboration within the diverse groups impacted. This entails solidarity and a deep understanding that this is everyone's responsibility.

Outline of this report

This report highlights an updated framework which showcases a more comprehensive plan bringing together the work happening within the Equity, Anti-Racism and Anti-Oppression Department and the Combatting Hate and Racism-Student Learning Strategy (Year 1). It also introduces an umbrella strategy "TDSB's Anti-Hate and Anti-Racism Strategy", which outlines 6 pillars for future actions.

This strategy, "TDSB's Anti-Hate and Anti-Racism Strategy", is based on data from the Racism, Bias and Hate (RBH) portal that shows incidents of racism, bias, hate targeting racial groups. The preliminary findings show that of the 2,248 reported incidents logged between September 1, 2021 and August 31, 2022, 56% of these

incidents involved racism directed towards individuals of Black African, Afro Caribbean or African Canadian descent. Further, this data underscores the adverse impact of incidents of racism, bias or hate targeting persons based on religion and spirituality. The preliminary findings show the overall hate/bias directed at people for their creed/religion accounted for 10% of all reported incidents. Antisemitism was reported the most frequently at 7% followed by Islamophobia (3%).

This report outlines the following:

- Context
- Purpose of the Report
- Preliminary Findings: Racism, Bias and Hate (RBH) Portal -February 2023
- Actions
 - Equity, Anti-Racism and Anti-Oppression Department
 - Professional Learning
 - Business/Operations Professional Learning
 - Professional Learning: Courses and Modlets
 - Student Programming
 - Build Strong Relationships and Partnerships with School Communities
 - Combatting Hate and Racism: Student Learning Strategy
 - Classroom Instruction
 - Educators Leadership Collective
 - The Urban Indigenous Education Centre Professional Learning and Direct Supports
 - Curriculum tied to Secondary Courses
 - Student Leadership and Learning
 - Parent/Caregiver /Guardian Engagement and Learning
- Next Steps: Expansion of the TDSB's Anti-Hate and Anti-Racism Strategy

Conclusion

TDSB continues to take a stance in addressing hate, racism, and discrimination. This requires bold actions, commitment and collaboration. Strategies tied to this work necessitate partnerships within and across diverse community groups.

The TDSB's Anti-Hate and Anti-Racism Strategy encompasses 6 pillars to ensure distinct plans are developed to address the incidents of hate and racism that continues to take place within the district. These plans will allow communities to see themselves in the actions.