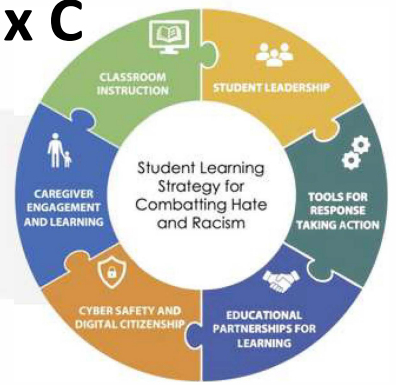


2024 Combatting Hate and Racism Learning Strategy







Executive Summary

In March 2022, the Combatting Hate and Racism - Student Learning Strategy was introduced as a multifaceted approach to understanding and addressing the impact of hate and racism within the TDSB. This strategy encompasses six components and is the foundation of the approaches that guide the work undertaken by numerous departments and system leaders. Each year, key actions of the CHR Strategy are shared. For 2023-2024, a collaborative and multidisciplinary team has worked together to engage in actions at the school and system levels.

Student Learning Strategy

The six components of the Combatting Hate and Racism - Student Learning Strategy are as follows:

 CLASSROOM INSTRUCTION	<ul style="list-style-type: none">• Students learn collectively about historical and current day experiences of hate and racism so that they can recognize and develop the skills to confront them when they happen.
 CAREGIVER ENGAGEMENT AND LEARNING	<ul style="list-style-type: none">• Collaboration with caregivers to offer learning opportunities for caregivers and, where possible, students and their families. The learning content should focus on the areas represented in the data presented from the Racism, Bias, and Hate portal.
 CYBER SAFETY AND DIGITAL CITIZENSHIP	<ul style="list-style-type: none">• Teaching online safety and digital citizenship in the context of raising awareness about hate and racism.
 TOOLS FOR RESPONSE TAKING ACTION	<ul style="list-style-type: none">• Provide students with the skills needed to identify an act of hate, bias, racism and discrimination and intervene with or on behalf of someone being attacked. Students are taught how to identify when and how to intervene when these situations occur.



STUDENT LEADERSHIP

- Create safer, more inclusive and respectful learning and working environments in schools by raising awareness among their peers, planning student events, creating resources and influencing learning in the school.



EDUCATIONAL PARTNERSHIPS FOR LEARNING

- Approved presentations that contribute to important topics from a community perspective and centres the lived experiences of individuals on issues of identity, discrimination and histories.

TDSB’s Anti-Hate and Anti-Racism Strategy

In March 2023, the Board outlined an updated framework and a comprehensive plan to address Combatting Hate and Racism. This framework, “TDSB’s Anti-Hate and Anti-Racism Strategy” combined the work within the components of the Combatting Hate and Racism-Student Learning Strategy and the actions of the Equity, Anti-Racism and Anti-Oppression department. This umbrella strategy not only showcased these diverse actions but also outlined a process whereby work plans would be created by distinct communities across the district.



Engaging in the Collective Work

Incidents related to hate and racism have seen a significant rise globally and nationally. To effectively address these issues, the TDSB acknowledges that communities play a critical role in the work of combating hate and racism. As a result, the work within the Board to address issues of hate and racism does not only fall within the Equity, Anti-Racism, and Anti-Oppression Department, the Urban Indigenous Education Centre, the Human Rights Office and the Centre of Excellence for Black Student Achievement alone, it requires a collaborative effort across all departments, roles, and learning centres.

- The **Equity, Anti-Racism, and Anti-Oppression Department** operationalizes the TDSB's Multi-Year Strategic Plan by providing comprehensive support to schools and staff in developing and implementing equitable and inclusive educational programs, initiatives, and engagement opportunities. The Department also facilitates identity-affirming affinity spaces for students, empowering them to confront and address hate, racism, and oppression. These student gatherings created brave spaces for critical conversations about students' experiences of bias, race, power, and privilege. During the academic year, the Equity, Anti-Racism, and Anti-Oppression teams have welcomed over 2,500 students across all Learning Centres to affinity spaces to discuss the importance of identity, wellness and well-being, primarily as they work through global conflicts.
- **Urban Indigenous Education Centre (UIEC)** facilitates multiple system professional learning series and projects focusing on the United Nations Declaration on the Rights of Indigenous Peoples and addressing truths identified in the Truth and Reconciliation Commission of Canada: Calls to Action. The UIEC also creates opportunities to affirm student voices and leadership (e.g., Toronto Indigenous Youth Council and Indigenous Graduation Coach supported Indigenous Student Groups), continues to increase the number of Educational Partners that centre Indigenous knowledge, perspectives, and culture and that support learning among students, staff and caregivers in Indigenous Education across the system, and creates multiple opportunities for caregiver engagement (e.g., Caregiver Circles, Powwows, Drum Socials).
- **The Centre of Excellence for Black Student Achievement (Centre of Excellence)** continues to be committed to dismantling anti-Black racism and improving both experiences and outcomes for Black students. As a result of the ongoing cultivation of affirming and collaborative partnerships with community organizations and service providers, the Centre of Excellence has offered, over the year, thirteen (13) multiple week-long student programming opportunities along with scholarship and internship-based experiences. Alongside these opportunities, the Centre of Excellence proudly hosted its second annual student-led Youth Participatory Action Research (YPAR) Conference: Using Student Voice to Inform School Policies and Practices. In addition, the Centre of Excellence for Black Student Achievement continues to commit to building the capacity of educators to deepen their understanding of anti-Black racism and enhancing instructional programming grounded in identity-affirming and racially literate pedagogical practices.

Impact of Combatting Hate and Racism Strategy Components

Classroom Instruction

In the 2023-24 academic year, over 4150 students enrolled in at least one of the courses aligned with CHR strategy, serving as a testament to the commitment of nearly every secondary school, including secondary alternative schools, congregated sites, and Adult High Schools. Beyond academic learning, course offerings support students by affirming students' identities and equipping them with the knowledge and skills to combat racism, hate, and oppression, and focus on equity and human rights. Courses offered are:

- Genocide and Crimes Against Humanity (CHG381)
- Canada: History, Identity, and Culture (CHI4U)
- Politics in Action (CPC3O1)
- World Cultures (HSC4M)
- Equity & Social Justice: From Theory to Practice (HSE4M1)
- Deconstructing Anti-Black Racism (IDC4U)

Additionally, interactive sessions allowed teachers to engage in critical reflection, dialogue, and skill-building exercises. Teachers new to CHR were offered a 4-part Foundation series focused on building a solid foundation in human rights, equity, trauma-informed healing, learning to set classroom conditions, and course-specific strategies. TDSB staff from the Human Rights Office, Centre of Excellence, Mental Health and Professional Support Services, and central Program staff facilitated all professional learning sessions.

Next Steps

- **Learning In Action (TDSB Classroom and School Stories)**
 - As part of the work to address the Combatting Hate and Racism- Student Learning Strategy, classroom and school stories are being identified as possibilities for others. These stories, such as *The Importance of Student Voice* and *Peace, Justice and Allyship Club*, will be shared on the new page of the Combatting Hate and Racism website.
- **Extending the Learning - Community Educators and Partners**
 - Collaboration with community educators and partners is essential when extending the learning for students and staff within the TDSB. Numerous opportunities have been provided to students, staff, caregivers, and community as they learned to address the issues of hate and racism. This includes a variety of professional learning series to understand 2SLGBTQIA+ hate, anti-Asian racism, Jewish identities and antisemitism, Muslim identities and Islamophobia, anti-Palestinian racism, and the diversity within Black communities.

Action Plan and Associated Timeline

Component	Action
<p>Classroom Instruction: Engage in ongoing professional learning with staff to build understanding, develop critical consciousness, and implement strategies through curriculum. This will better support students and families in confronting hate, racism, and discrimination.</p>	<p>Actions: Professional learning sessions with 30 selected educators to build their capacity and understanding of developing strategies to confront hate, racism and discrimination.</p> <p>Next Steps: Selection of a new cohort of CHR educators to serve as school leads for the 2024-25 academic year who will support the mobilization of the CHR strategy.</p>
<p>Student Leadership: The development of a student equity leadership collective that will make positive changes system-wide and at the school level to address racism, hate and discrimination in the TDSB.</p>	<p>Actions: Of the 24 students from the Student Equity Collective, 15 students will serve as mentors of the new cohort.</p> <p>Next Steps: Formation of a new Student Equity Collective to be launched in Fall 2024 and the development of the TTC Ambassadors Pilot Program to advise and share concerns about student conduct on the TTC and support efforts to further shape environments that accentuate student strengths and affirm identity.</p>
<p>Tools For Response - Taking Action: The creation of school-based student equity collectives in each school committed to addressing and combatting hate and racism.</p>	<p>Actions: Data from all four Learning Centres that was used to collate specific actions schools were engaging in to address and combat hate and racism will be featured in Learning in Action.</p> <p>Next Steps: Data will be analyzed and used to identify gaps and support schools.</p>
<p>Educational Partnership for Learning: Building partnerships with community agencies and educators whose voices are often not heard to support extending learning opportunities in dismantling hate and racism.</p>	<p>Actions: The Educational and Business Partnership will continue to promote partnerships within the CHR strategy and aim to increase the number of under-represented groups on the TDSB-approved partnership list. Since 2022, these efforts have resulted in a 143% increase.</p> <p>Next Steps: TDSB's Educational and Business Partnerships continued collaboration with community programs.</p>

<p>Cybersafety and Digital Citizenship: Cultivate strategies that support cyber safety, digital citizenship and critical awareness of hate and racism in social media and other online environments.</p>	<p>Actions: As a response to Digital Citizenship Week (October 2023), students were engaged in developing a positive digital footprint. Digital tools and resources were explored to support the goals of the CHR Strategy, including presentations by prospective vendors to the EDuTECH Committee. Additionally, in conjunction with MediaStarts and the Anti-Racism Directorate of Ontario, TDSB offered four sessions of <u>Facing Online Hate</u> for educators and administrators.</p> <p>Next Steps: A pilot with Smart Social will be launched with 20 schools to support educators and parents/caregivers in building their understanding of navigating social media and combating hate that is spread online.</p>
<p>Caregiver Engagement and Learning: Establish a district and local school learning plan to support combatting hate and racism with parent/caregiver communities utilizing system and school-based data.</p>	<p>Actions: Parents/Caregivers were supported in developing specific strategies to recognize the spread of hateful and harmful online content. Additionally, TDSB, the City of Toronto and other city agencies operate seven Safety Tables, all focusing on improving safety and well-being for youth and families across the city, with discussions around systemic racism and oppression and collaboration for improved outcomes grounded in affirming Human Rights.</p> <p>Next steps: Continue to update on the actions of the Safety Tables, and collaborate with the TDSB Parent and Community Engagement Office to support district-wide sessions that schools can partake in to affirm the identities of students and families in the efforts to eliminate hate.</p>