



2023-2024
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Combatting Hate and Racism

PROFESSIONAL LEARNING

Through synchronous and asynchronous learning opportunities, TDSB personnel will develop their equitable leadership competencies and engage in critical conversations that promote student achievement and well-being.

ASYNCHRONOUS LEARNING SESSIONS - EQUITY, ANTI-RACISM, ANTI-OPPRESSION	Ongoing (Asynchronous)
<p>The Equity, Anti-Racism & Anti-Oppression team offers ongoing asynchronous learning opportunities for educators. These include:</p> <ul style="list-style-type: none"> • Toolkit for Selecting Equitable and Culturally Relevant and Responsive Resources • Equity and Anti-Oppressive Leadership Situated within the Equity Goal • Creating the Conditions for Building Positive Relationships with Students • Equity in the Mathematics Classroom • Equity in the French as a Second Language Classroom • Equity in Outdoor Education Equity in Science <p>Please visit the Equity, Anti-Racism & Anti-Oppression website for a fulsome description and access to the asynchronous learning opportunities.</p>	
BEGINNING TEACHERS SUMMER INSTITUTE	August 23, 2023
<p>This year's Beginning Teachers Summer Institute had various virtual session choices for rich learning around this year's theme, Building Relationships, Belonging, and Knowledge.</p> <p>Our keynote speaker, Tyrone Edwards, anchor at Etalk, spoke to beginning teachers about the importance of building meaningful,</p>	

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trusting, and authentic relationships with all students and ensuring we create identity-affirming learning environments.

Audience: Beginning Teachers

**NEW TEACHER INDUCTION
PROGRAM ORIENTATION**

October 24, November 2,
November 15, December
13, December 14, February
14, & February 28

Board Orientation is a mandated requirement of NTIP and for those newly hired to permanent positions on the board. A full-day, face-to-face orientation was held for Elementary and Secondary educators this year.

Both the Elementary and Secondary orientation included information and discussions focused on NTIP TPA (Employee Services), Indigenous Education (Urban Indigenous Education Centre), How to be an Equity Leader in the TDSB (Equity, Anti-Racism, and Anti-Oppression Department and Centre of Excellence for Black Student Achievement) and a message from the Senior Team.

Audience: Newly Hired Teachers

BEGINNING TEACHER MEETUPS

October 11, 2023 & October
18, 2023

Beginning Teacher Meetups are facilitated by the Program Coordinator of Teachers Learning and Leading and special guests. It is an informal mentoring space that allows educators to ask questions, access support, and build community.

Program Coordinators from the Centre of Excellence for Black Student Achievement and the Equity, Anti-Racism, and Anti-Oppression teams each facilitated a session to support teachers with an introduction to the Equity department, navigating individual team websites, and highlighting the department's programs and resources. Beginning educators were also connected to upcoming professional learning opportunities.

Audience: Beginning Teachers

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COURSES

TDSB staff are offered diverse professional development courses ranging from 8-hour opportunities to 125-hour accredited additional qualifications. These courses support instructional programming, increase student experiences of belonging, and build relationships and partnerships with families, caregivers, and communities.

MODLETS: TEACHING LEADING AND LEARNING	Fall, Winter, Spring
<p>These modlets support new teachers and mentors in 8-10 hour professional learning, combined BrightSpace asynchronous and two 90-minute face-to-face meetings.</p> <ul style="list-style-type: none"> • Meaningful Mentoring • Creating Caring and Culturally Relevant Classrooms • Critical Theories in Education: Implications for Practice • Assessment for/as Learning Fundamentals <p>Hours: 8 Audience: Beginning Teachers and Mentors</p>	

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**Addressing 2SLGBTQIA+ Identities, Biphobia,
Homophobia, and Transphobia**

IN CONVERSATION SERIES

This series features various experts and community advocates, including some with lived experiences, which offer insight into responding to and addressing diverse issues tied to discrimination and promoting human rights.



ENVISION CONFERENCE	April 15, 17, 18, 2024
<p>The focus of the 2024 conference is Queer Futurisms: Centering Trans kids and affirming the intersecting identities of Indigenous, Black, Racialized and marginalized 2SLGBTQIA+ communities. The Envision Conference invites 2SLGBTQIA+ elementary and secondary students, as well as their allies/co-conspirators, to honour and celebrate belonging and come together in collective care to address biphobia, homophobia and transphobia. Students will have opportunities to come as a class, with their GSA, or other student action groups. Along with keynote speakers, there will be ongoing workshops for those beginning their journey in allyship and those who would like more support in student action. The entire conference will allow students to share the multiple ways gender and sexual diversity can be celebrated within the Toronto District School Board.</p> <p>Audience: Students and Staff</p>	
TDSB HUMAN LIBRARY PODCAST: CONVERSATIONS AROUND EQUITABLE, ANTI- RACIST, AND ANTIOPPRESSIVE PRACTICE	Asynchronous
<p>Season 1 is a collection of audio episodes on Equity, Anti-Racism & Anti-Oppression in education. This podcast invites listeners to critically reflect on their pedagogy, reimagine engagement, and partner with the community to improve student well-being and achievement. One of the topics discussed in the season was:</p> <ul style="list-style-type: none"> • Centering Black LGBTQ+ Students in the Classroom 	

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Audience: All Staff, Caregivers, and Community

PROFESSIONAL LEARNING

Through synchronous and asynchronous learning opportunities, TDSB Staff develop their equitable leadership competencies and engage in critical conversations that promote student achievement and well-being.

ENVISION CONFERENCE	April 15, 17, 18, 2024 and Asynchronous
<p>This year's keynotes by Shanese Anne Steele and Ravyn Ariah Wings offered educators opportunities to learn alongside their students. In-person, dedicated educator workshops provided insights on cultivating brave educational spaces to navigate students' experiences of queer joy and challenges at school.</p> <p>Audience: Students and Staff</p>	
SUPPORTING 2SLGBTQIA+ VOICES	May 28 & June 11, 2024
<p>This 2-part series will deepen educators' understanding of 2SLGBTQIA+ Identities and experiences. Looking at the impact of experiences of students and staff, these sessions will help support increased awareness and understanding of issues and challenges within the 2SLGBTQIA+ communities at their schools. Participants will develop community- and curriculum-focused actions and strategies that they can bring to their classes and schools to help better support their diverse learners and cultivate brave educational spaces.</p> <p>Audience: Staff</p>	



Understanding Asian Identities and Anti-Asian Racism

IN CONVERSATION SERIES

This series features various experts and community advocates, including some with lived experiences, which offer insight into responding to and addressing diverse issues tied to discrimination and promoting human rights.

<p>TDSB HUMAN LIBRARY PODCAST: CONVERSATIONS AROUND EQUITABLE, ANTI-RACIST, AND ANTIOPPRESSIVE PRACTICE</p>	<p>Asynchronous</p>
<p>Season 1 of the podcast comprises a collection of audio episodes on topics related to Equity, Anti-Racism & Anti-Oppression in Education. This podcast invites listeners to reflect on their pedagogy critically, reimagine engagement, and partner with the community to improve student well-being and achievement. One of the topics discussed this season was:</p> <ul style="list-style-type: none"> • Understanding and Addressing Anti-Asian Racism <p>Audience: All Staff, Caregivers, and Community</p>	

COURSES

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<p>ADDRESSING ANTI-ASIAN RACISM PART 1 & 2</p>	<p>Winter 2024</p>
<p>This online module will provide staff with the opportunity to understand anti-Asian racism as a form of oppression; uncover and unpack the history and present-day realities of Asian people in Canada, including</p>	

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the model minority myth and perpetual stranger stereotype; recognize the impact and cost of anti-Asian racism on mental health and well-being; and apply an anti-oppressive framework to build culturally relevant and responsive inclusive learning environments and school communities.

Audience: All Staff

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Understanding Jewish Identities and Antisemitism

IN CONVERSATION SERIES

This series features various experts and community advocates, including some with lived experiences, which offer insight into responding to and addressing diverse issues tied to discrimination and promoting human rights.

“PERIPHERY: NO SILENCE ON RACE” EXPLORING ETHNIC DIVERSITY OF JEWISH COMMUNITIES	January 15, 2024 & May 29, 2024
<p>The Equity, Anti-Racism, Anti-Oppression Department, which includes the Centre of Excellence for Black Student Achievement and the Equity, Anti-Racism and Anti-Oppression teams, is collaborating with Periphery, No Silence on Race to provide TDSB students, staff and community with ongoing learning opportunities. These sessions focus on the ethnic diversity within the Jewish community and explore concrete strategies within school communities and classroom environments.</p> <p>Audience: All Staff, Students, Caregivers and Community</p>	
TDSB HUMAN LIBRARY PODCAST: CONVERSATIONS AROUND EQUITABLE, ANTI-RACIST, AND ANTIOPPRESSIVE PRACTICE	Asynchronous
<p>Season 1 of the podcast comprises a collection of audio episodes on topics related to Equity, Anti-Racism & Anti-Oppression in education. This podcast invites listeners to critically reflect on their pedagogy, reimagine engagement, and partner with the community to improve student well-being and achievement. One of the topics covered this season was:</p> <ul style="list-style-type: none"> • Understanding Judaism and Jewish Cultures. <p>Audience: All Staff, Caregivers and Community</p>	

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Through synchronous and asynchronous learning opportunities, TDSB Staff develop their equitable leadership competencies and engage in critical conversations that promote student achievement and well-being.



UNDERSTANDING ANTISEMITISM PAST AND PRESENT	December 8, 2023, January 19, 2024
<p>Description: The late historian Robert Wistrich described antisemitism as The Longest Hatred. Its longevity depends on many elements, but chief among them is the dangerous human need to place the blame for misfortune on an identifiable target and the ability of antisemitism to mutate to meet the needs of a particular time and place. Through this presentation, participants will gain an understanding of the impact of antisemitism and the effect that it has had on the Jewish community.</p> <p>Audience: Administrators</p>	
UNDERSTANDING ANTISEMITISM PAST AND PRESENT AND A VISIT TO THE HOLOCAUST MUSEUM	February 29, 2024
<p>Description: The late historian Robert Wistrich, described antisemitism as The Longest Hatred. Its longevity depends on many elements, but chief among them is the dangerous human need to place the blame for misfortune on an identifiable target and the ability of antisemitism to mutate to meet the needs of a particular time and place. Through this presentation, participants will gain an understanding of the impact of antisemitism and the effect that it has had on the Jewish community.</p> <p>Participants engage in hands-on learning with Toronto Holocaust Museum docents and volunteers.</p> <p>Audience: All Staff</p>	

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FACING HISTORY & OURSELVES - A TOOLKIT FOR COMBATTING ANTISEMITISM IN SCHOOL SPACES: A SESSION FOR EDUCATORS	February, March, May 2024
<p>In this session, we will explore specific strategies and learning tools that educators can use in classrooms and school spaces to respond to antisemitic incidents. By discussing specific case studies, we will explore how to respond in the moment and tools and strategies for educating students in the face of and to prevent antisemitism. Lastly, we will discuss ways to bring healing so our classrooms can continue to be spaces for joy, belonging and well-being.</p> <p>Audience: K-12 Educators</p>	
ADDRESSING ANTISEMITISM, 2-PART SERIES	January 17 & 31, 2024
<p>This 2-part series will allow educators and administrators to examine the historical cycles and recurring patterns of antisemitism. Educators will develop their understanding and historical literacy regarding Jewish identities, cultures and antisemitism. Using this foundational knowledge, educators will be able to identify antisemitism in current school contexts and be prepared to notice, name and interrupt antisemitism in schools.</p> <p>Audience: K-12 Educators and Administrators</p>	

COURSES

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Understanding Judaism and Jewish Cultures	January - March 2024
<p>This 8-part modlet aims to promote an enhanced understanding and cultural responsiveness of Judaism and Jewish cultures within diverse</p>	

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educational spaces and transform professional practice to create conditions to address hate speech, actions, and symbols. This modlet also responds to the recommendations of the National Summit on Antisemitism and the Ministry of Education’s plan to combat Antisemitism.

Audience: All staff

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**Understanding Muslim Identities, Islamophobia,
and Anti-Palestinian Racism**

IN CONVERSATION SERIES

This series features various experts and community advocates, including some with lived experiences, which offer insight into responding to and addressing diverse issues tied to discrimination and promoting human rights.

<p>TDSB HUMAN LIBRARY PODCAST: CONVERSATIONS AROUND EQUITABLE, ANTI- RACIST, AND ANTI-OPPRESSIVE PRACTICE</p>	<p>Asynchronous</p>
<p>Season 1 of the podcast is comprised of a collection of audio episodes on topics related to Equity, Anti-Racism & Anti-Oppression in education. This podcast invites listeners to critically reflect on their pedagogy, reimagine engagement, and partner with the community to improve student well-being and achievement. One of the topics covered in this season was:</p> <ul style="list-style-type: none"> • Understanding Islam and Muslim Cultures <p>Audience: All Staff, Caregivers and Community</p>	
<p>A TEACHABLE MOMENT ON ISLAMOPHOBIA</p>	<p>June 11, 2024</p>
<p>In this session, A Teachable Moment on Islamophobia offered in collaboration with the National Council of Canadian Muslims (NCCM), participants will learn an overview of Islamophobia, common myths about Islam, and examine how Muslim children are impacted by negative public discourses about their faith. Additionally, Case studies and recommendations for practice will be explored.</p> <p>Audience: Staff, Community and Caregivers</p>	

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STORYTELLING: RECLAIMING THE NARRATIVE	October 23, 2023
<p>In partnership with NCCM and celebrating IHM, this interactive workshop will use storytelling, prose, creative writing, and mixed media to critically deconstruct existing narratives/myths about Muslim communities and examine how to engage and tell stories from an anti-racist lens. We will also explore strategies for effective allyship and engagement with communities.</p> <p>Audience: All staff</p>	
INCLUSIVE SCHOOLS: REIMAGINING AFFIRMING SPACES FOR MUSLIM AND PALESTINIAN-IDENTIFYING LEARNERS	December 8 & 19, 2023
<p>This two-part virtual synchronous session examines the legal and pedagogical foundation for creating welcoming and inclusive schools. The sessions are available to TDSB educators and include: (1) Understanding Islam and Muslim cultures, (2) Understanding Anti-Palestinian Racism, (3) Understanding manifestations of Anti-Palestinian Racism, and (4) Creating conditions to center, support and affirming Muslim-identifying and Palestinian-identifying learners.</p> <p>Audience: Administrators</p>	
UNDERSTANDING MUSLIM AND ISLAMIC CULTURES	January 30 & February 13, 2024
<p>In this two-part series, educators will:</p> <ul style="list-style-type: none"> • Examine the historical cycles and recurring patterns of Islamophobia; • Develop their understanding and historical literacy regarding Muslim identities and cultures; 	

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- Identify Islamophobia in current school contexts, and be prepared to notice, name, and interrupt Islamophobia in schools;
- Explore Human Rights policy in relation to Muslim inclusion;
- Develop lesson ideas to create Muslim-affirming learning experiences; and
- Plan for the upcoming school year.

Audience: K-12 Educators

UNDERSTANDING ISLAM AND MUSLIM CULTURES

December 8, 2023;
January 19, 2024;
April 8, 2024

This three-part module aims to enhance cultural responsiveness and deepen understanding of Islam and Muslim cultures within diverse educational spaces. This learning will enrich professional practice to improve Muslim-identifying students' access, opportunities, and outcomes. This course also responds to the recommendations put forth by the National Summit on Islamophobia and is designed with child and youth care in mind.

Audience: Itinerant Child and Youth Counsellors

SALAT IN SECRET LOVE AND BELONGING IN COMMUNITY SPACES

January 29, 2024

This session commemorates the National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia. Jamilah Thompkins-Bigelow, critically acclaimed author of *Your Name is a Song* and many other celebrated children's books, will engage TDSB students, along with their caregivers and families (during the community session), in an interactive storytelling session focused on courage, conviction, and the importance of prayer spaces.

Audience: All Staff, Students, Caregivers and Community

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UNDERSTANDING ISLAM AND MUSLIM CULTURES	January - February 2024
<p>This 8-part modlet aims to promote an enhanced understanding and cultural responsiveness of Islam and Muslim Cultures within diverse educational spaces and to transform professional practice to improve access, opportunities, and outcomes for Muslim-identifying students. This modlet also responds to the recommendations of the National Summit on Islamophobia.</p> <p>Audience: All staff</p>	

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Culturally Relevant and Responsive Pedagogies

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Through synchronous and asynchronous learning opportunities, TDSB Staff develop their equitable leadership competencies and engage in critical conversations that promote student achievement and well-being.

LEADING CULTURALLY RELEVANT AND RESPONSIVE WORK	Winter - Spring 2024
<p>This 2-part series will deepen educators' understanding of culturally relevant and responsive pedagogy (CRRP) by exploring its theoretical foundations, key principles, and practical applications. Building on the theoretical foundation, this learning provides practical strategies and tools to support educators in operationalizing culturally relevant and responsive pedagogy within their school communities. Participants will develop the skills needed to translate theory into action, fostering an inclusive and culturally responsive learning environment. Schools will develop an action plan to continue the learning within their schools.</p> <p>Audience: K - 12 Educators and Administrators</p>	
TEACHING THROUGH A CULTURALLY RELEVANT AND RESPONSIVE FRAMEWORK	February 2024
<p>This half-day professional learning will deepen understanding of culturally relevant and responsive pedagogy (CRRP) by exploring its theoretical foundations, key principles, and practical applications. Building on the theoretical foundation, this learning provides practical strategies and tools to support educators in operationalizing culturally relevant and responsive pedagogy within their school communities. Participants will develop the skills needed to translate theory into action, fostering an inclusive and culturally responsive learning environment.</p> <p>Audience: 9 - 12 Educators</p>	
MODEL SCHOOLS FOR INNER CITIES CRRP SCHOOLS INITIATIVE	September 2023 - June 2024

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Model Schools For Inner Cities (MSIC) CRRP Schools Initiative: In its second year, the MSIC CRRP Schools Initiative is an integral component of the Toronto District School Board's ongoing commitment to equity by supporting teaching and learning experiences centred on culturally relevant and responsive pedagogies. CRRP Schools Initiative continues to deepen community collaboration within eight elementary schools across the TDSB. The collaborative learning began with the launch of the 2nd year of the Model Schools For Inner Cities CRRP Schools Initiative, which celebrates and honours the student voice through hip-hop pedagogies.

Audience: MSIC CRRP Staff