



Newly Developed Procedure (PR728), Reporting and Responding to Racism and Hate Incidents Involving or Impacting Students in Schools, and Revisions to Procedure (PR515), Workplace Harassment Prevention and Human Rights

To: Governance and Policy Committee

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Strategic Directions

- Create a Culture for Student and Staff Well-Being
- Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being
- Allocate Human and Financial Resources Strategically to Support Student Needs

Recommendation

It is recommended that the newly developed Reporting and Responding to Racism and Hate Incidents Involving or Impacting Students in Schools Procedure (PR728) and the revised Workplace Harassment Prevention and Human Rights Procedure (PR515), as presented in this report, be received.

Context

The Reporting and Responding to Racism and Hate Incidents Involving or Impacting Students in Schools Procedure (PR728) was developed in response to a Board decision on June 19, 2019, which directed staff to set clear expectations about the processes to be followed and the Board's responsibilities in situations where there are acts of racism and hate.

As per the decision that was made in response to a motion submitted to the Committee of the Whole on June 12, 2019, the newly developed Procedure (PR728) (Appendix A) sets out expectations to track all incidents and actions related to acts of racism and hate; actions to include communication and follow-up to the specific incidents with the

students and parents/caregivers within the school; and the Director presenting an annual report documenting incidents and actions with regard to dealing with racism and hate in schools and how students learned from such. PR728 also requires use of a new online Racism, Bias and Hate reporting form and tool (RBH Portal) that enables principals to report three types of occurrences – hate crimes, hate/bias incidents and racism incidents – in a consistent and detailed manner. The RBH portal also allows Superintendents and the Human Rights Office to review these reports, and for Superintendents, where necessary in consultation with an Organizational Response Team, to propose action plans and communication plans, and articulate lessons learned, all with an eye toward preventing reoccurrences of these incidents.

Staff also undertook a review of the Workplace Harassment Prevention and Human Rights Procedure (PR515). The revisions to PR515 (Appendix B) include the following:

- Deletion of Section 6.8 (“Hate Motivated Activity”), since this is being replaced by this new (PR728) Procedure;
- Elimination of reference to the Hate Activity Interim Report Form (Form 515B) in the appendices, since this is being replaced by the new online (RBH Portal) reporting form.

The Procedures were reviewed by Executive Council and approved on December 17, 2019. Both Procedures are being provided to the Committee for information.

Action Plan and Associated Timeline

Subject to the Procedures being received at the Governance and Policy Committee, the revised Procedures will be provided to the Board of Trustees on February 5, 2020 for receipt.

Both Procedures will be in effect by the end of January, 2020.

Resource Implications

No additional resources will be required for the implementation of the Procedures.

Communications Considerations

The newly developed Reporting and Responding to Racism and Hate Incidents Involving or Impacting Students in Schools Procedure and the revised Workplace Harassment Prevention and Human Rights Procedure (PR515) will be communicated through the System Leaders’ Bulletin, TDSB Connects, and will be posted on the Board’s internal and external website.

Board Policy and Procedure Reference(s)

Policies

- Human Rights Policy (P013)
- Workplace Harassment Prevention Policy (P034)

Appendices

- Appendix A: Responding to Racism and Hate Incidents Involving or Impacting Students in Schools Procedure (PR728) – newly developed
- Appendix B: Workplace Harassment Prevention and Human Rights Procedure (PR515) – revised with track changes
- Appendix C: Workplace Harassment Prevention and Human Rights Procedure (PR515)– revised clean version

From

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