



Human Rights Annual Report 2018 – 2020: Update

To: Program and School Services Committee

Date: 5 May, 2021

Report No.: 05-21-4087

Strategic Directions

- Create a Culture for Student and Staff Well-Being
- Provide Equity of Access to Learning Opportunities for All Students

Recommendation

It is recommended that Human Rights Annual Report 2018 – 2020 update be received.

Context

The Human Rights Annual Report 2018 – 2020 was presented to Program and School Services Committee of the Board on February 17, 2021 and the committee recommended that the report be received. In addition, the committee requested two changes that were incorporated into the report when presented to and received by the Board at the March 10, 2021 Board meeting: 1) provide additional data on complaints and hate reports instead of “other”; and, 2) include a statement about the Human Rights Office’s commitment to working with the new Centre for Black Student Excellence.

The committee also asked the Office to provide information on timelines for the action plans and school charter to be presented at the May 5, 2021 meeting. The Action Plan and Associated Timeline is attached as Appendix B.

Action Plan and Associated Timeline

Human Rights Action Plan: 2021 is tied to the Board’s Multi-Year Strategic Plan. The overall goal of the Plan in the MYSP is to “identify and eliminate embedded systemic barriers and discriminatory institutional and instructional practices that negatively impact the achievement and well-being of students and staff and lead to inequitable outcomes.”

Four components make up the newly developed “human rights organizational change strategy to infuse human rights principles into the work of the Board, in every school, and in every workplace, including through professional learning, education and inclusive system design, monitoring and barrier review” as committed to in the October 2019 updated Human Rights Action Plan:

1. System Accountability
2. Capacity Building
3. Outreach and Engagement
4. Incident/Complaint Resolution

Resource Implications

Requests for funding to address additional staffing in the Human Rights Office will continue to be made through Business Services.

Communications Considerations

The Human Rights Annual Report 2018 – 2020 and the associated action plan will be shared with key stakeholders through existing TDSB communication channels and posted publicly on the TDSB’s website.

Board Policy and Procedure Reference(s)

- Employment Equity (P029)
- Human Rights Policy (P031)
- Workplace Harassment Prevention Policy (P034)
- Equity Policy (P037)
- Caring and Safe Schools Policy (P051)
- Accessibility Policy (P069)
- Workplace Harassment Prevention and Human Rights Procedure (PR515)
- Reporting and Responding to Incidents of Racism and Hate Involving or Impacting Students in Schools (PR728)

Appendices

- [Appendix A: Human Rights Update: Annual Report 2018-2020](#)
- Appendix B: Action Plan and Associated Timeline

From

Executive Superintendent Jim Spyropoulos, Human Rights and Indigenous Education, at jim.spyropoulos@tdsb.on.ca or at 416 397-3678.