



# Equity & Inclusion Report

Peter T. Smith, Director of Education  
Support Services

---

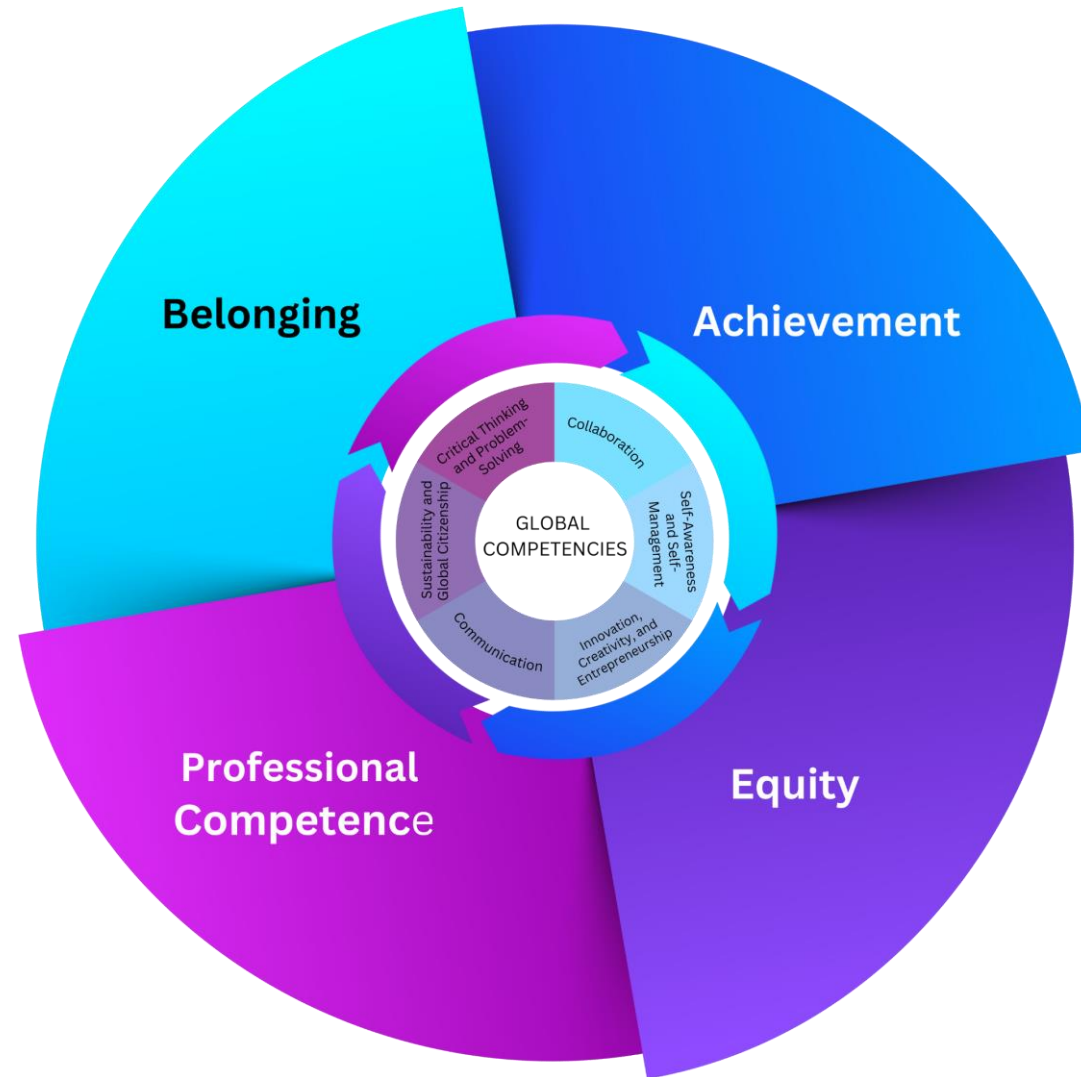
ASD-S DISTRICT EDUCATION  
COUNCIL

MARCH 13, 2024

# ASD-S Goals

---

- Strengthen our inclusive system to be anti-racist, affirming, and equitable;
- Honor diversity and welcome all students.



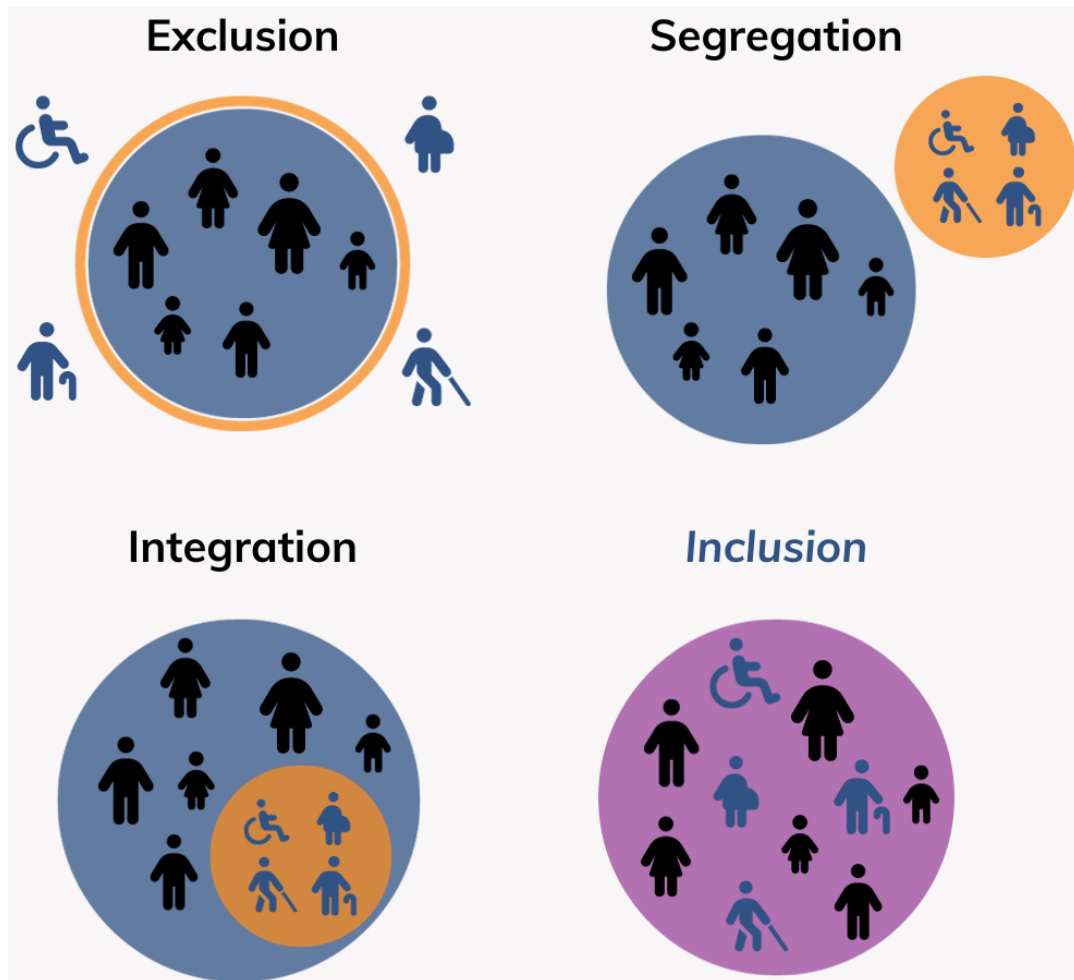
# Defining Our Terms

---

- Inclusive Education
- Antiracism
- Affirming
- Equity
- Diversity



# Inclusive Education



The pairing of philosophy and pedagogical practices that allows each student to feel respected, confident and safe so he or she can participate with peers in the common learning environment and learn and develop to his or her full potential.



# Antiracism

---

**Antiracism** is an active, intentional, and direct effort to identify and change systemic racism.

- Racism is when one racial group is valued, intentionally or unintentionally, over another racial group.
- Antiracism requires organizations to look at their own culture, policies, and practices to identify and reduce systemic racial biases.

*The opposite of  
“racist” isn’t  
“not racist.”*

*It is “antiracist.”*

IBRIM X. KENDI

*HOW TO BE AN  
ANTIRACIST (2019)*



# Affirming

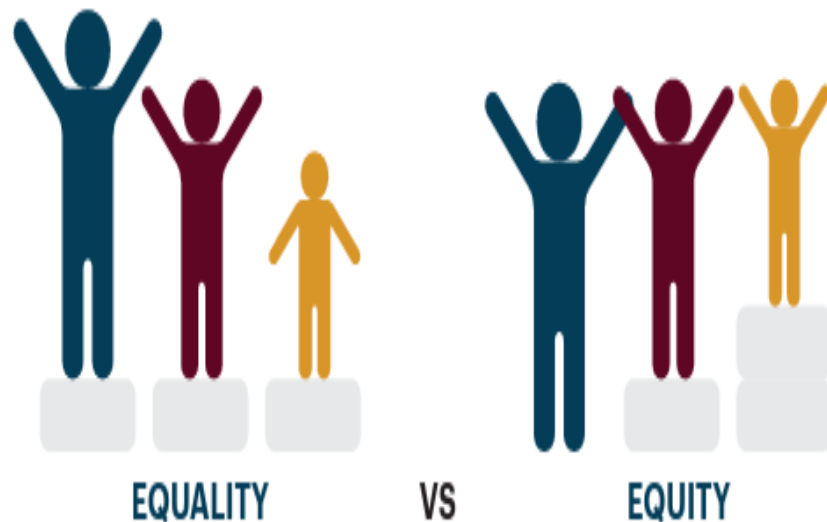
---

“A welcoming and affirming environment feels safe. It is a space where people find themselves represented and reflected, and where they understand that all people are treated with respect and dignity.”

An affirming culture proactively and publicly promotes a culture of diversity.

# Equity

---



The term “equity” refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.



# Diversity

---



**Diversity** includes race, colour, religion, national origin, ancestry, age, disability, marital status, real or perceived sexual orientation, gender identity, sex, social condition, and political belief and must be respected as part of inclusive public education.

EECD 322

# High School Antiracism Summit

---

November 14<sup>th</sup>, 2023, Meenan's Cove Beach House in Quispamsis

All high schools were invited to send a teacher and a group of students.

The goal is to learn about antiracism and related topics and plan initiatives for antiracism activities at their schools.

Guest speakers were Matthew Martin, Executive Director of Black Lives Matter NB and a member of the ASD-S DEC, and Emily Somers, a teacher at St Stephen High School.

Teachers who attended the Antiracism Summit on November 14<sup>th</sup> were invited to join a book study led by Therese Trofimencoff, Antiracism Lead, and attend a virtual antiracism conference on November 30<sup>th</sup> hosted by the Harmony Movement, an Ontario non-profit organization that works to create inclusive schools.

Schools received financial support for student-led initiatives for antiracism initiatives.

The event was organized by Jen Grant, School Counselling Coordinator, and her team.

# High School Antiracism Summit

## Student Comments

---

- “Any action towards anti-racism is better than no action.”
- “That to be anti-racist you need to speak up and get really involved.”
- “That we can stand up and speak out against racism.”
- “The opposite of racist is anti-racist, not not racist. Not being racist simply isn't enough.”
- “I know that before, but today I learned that again, we should talk for people who cannot talk for themselves.”
- “Today I've learned that the different ways to address racism that we can use at school and teach other students to do.”

# Middle School GSA Day

---

October 3<sup>rd</sup>, 2023, at the Meenan's Cove Beach House in Quispamsis

All middle schools were invited to send a teacher and a group of students.

The goal is to help students learn how to make their schools more affirming and supportive of LGBTQ+ youth.

Guest Speakers: Mark Vickers, Child & Youth Team psychologist, on healthy relationships, Maria Darling, Chroma NB, on community services, & Logan Martin, Saint John High School student, on the role of youth advocacy.

Schools received financial support for student-led initiatives for LGBTQ+ inclusion.

Organized by Jen Grant, School Counselling Coordinator, and her team.

# Middle School GSA Day Student Comments

---

- “That there are others out there. There aren't a lot of kids in our GSA and it's nice to know we aren't alone.”
- “Everyone deserves support and kindness.”
- “A good understanding about my identity and possibly others' identities.”
- “That I am not alone and there's always someone to ask for help.”

# Mental Health Youth Forum

---

October 17<sup>th</sup>, at Meenan's Cove Beach House in Quispamsis

All high schools were invited to send a teacher and a group of students.

The goal is to learn about mental health and plan initiatives to support mental health in their schools.

The guest speaker was Patrick Gordon, a Saint John High School graduate, an Afghanistan veteran, Invictus Games athlete, and founder of Operation Feed Saint John.

Schools received financial support for student-led initiatives for activities to promote mental health.

The day was organized by Jennifer Grant, School Counselling Coordinator.

# Mental Health Youth Forum

## Student Comments

---

- “I can show more of my authentic self and try and find groups that respect that.”
- “Find people who are like my authentic self. And make them feel welcome so we can both belong.”
- “Let your inner critic melt away and focus on being you.”
- “Attract, don't chase. Be yourself and you'll find who and where you belong.”
- “Be resilient and true to yourself.”
- “Of course, all the resources. But most importantly, my own new visions and my bravery to truly speak up and make a change.”
- “That it's okay to talk about mental health and feelings. There are so many ways to destress and resources to help teens.”

# ASD-S Antiracism Advisory Committee

---

Jennifer Grant, ASD-S School Counselling Coordinator & Chair

Melissa Savoie, Director of Schools for the Saint John Education Centre

Amy Marshall, ASD-S Literacy Coordinator

Caleigh Dunfield, ASD-S EDI Lead

Jay Nickerson, ASD-S EDI Lead

Dr Tim Christie, Regional Director of Ethics, Horizon Health

Matthew Martin, Executive Director, Black Lives Matter NB

Mary Ashton, Saint John High School Counsellor

Elaine Cameron, Sussex Regional High School Counsellor

Sacha Iwata, Kennebecasis Valley High School Teacher

Louisa Seales, Barnhill Memorial School Teacher

Abbi Alexander, Sussex Regional High School Student

Katembo Amuri, Saint John High School Student

Hannah Claybourne, Sussex Regional High School Student

Sam Frits, Sussex Regional High School Student

Dieko Ofurune, Sussex Regional High School Student

David Ojo-Abegunde, Saint John High School Student

Jaden Wolfe, Saint John High School Student



# ASD-S LGBTQ+ Advisory Committee

---

Jennifer Grant, ASD-S School Counselling Coordinator & Chair

Jay Nickerson, ASD-S EDI Lead

Kariann Wellington, ASD-S Behaviour Intervention Mentor

Christina Barrington, Saint John High School principal

Tiffany Sabin, Beaconsfield Middle School vice principal

Kate Johnson, Belleisle Elementary School & Macdonald Consolidated School counsellor

Clara Philibert, Fundy Middle and High School teacher

Caroline Price, Kennebecasis Valley High School counsellor

Jonathan Cashwell, TD Bank

Emily Rodas, Sophia Recovery Centre Program Director

# ASD-S EDI Team

---

Therese Trofimencoff, MMT  
Antiracism & Equity Lead

CALEIGH DUNFIELD, MACP, LCT-C, CCC  
EQUITY, DIVERSITY, & INCLUSION LEAD

Jay Nickerson, MEd  
Equity, Diversity, & Inclusion Lead

# Daily Work of the EDI Team

---

- Supporting 8 schools with the ASD-S and EECD Capacity for Courage Grants
- The EDI leads consult with school administrators when problems arise concerning racism, sexism, or homophobia/transphobia.
- 32 school requests for service since September 2023.
  - K-5           15 Schools
  - 6-8           11 Schools
  - 9-12         6 Schools

These requests include:

- Staff presentations on SOGI
- Staff presentations around antiracism
- Consultation with GSAs around school climate and discrimination
- Teacher coaching
- PL for staff on antisemitism and islamophobia
- Classroom presentations on empathy, SOGI and antiracism
- Lessons around microaggressions
- Book Study *5 Things You Can Do Right Now*
- Digital Citizenship
- Working on 4<sup>th</sup> R - Healthy Relationships
- Supporting gender creative youth

# ASD-S High School Systemic Racism Survey

---

The initial survey was in the spring of 2022.

This was the first survey of its kind in the province.

4004 high school students reported on their experiences with systemic and overt racism.

Principals received information for their schools as data for their school improvement plans and/or other antiracism initiatives.

The survey will be conducted again in the spring of 2024.

This will allow us to measure any changes since the initial survey and inform our next steps.

# SOGI Educators Network

---

EECD 713 6.2.1 states that: *All schools will have a designated member of the school environment to act as an advocate for students who identify as LGBTQI2S+ and their families states that all schools.*

In ASD-S, this staff member is referred to as the SOGI Champion.

In October 2023, ASD-S has created a SOGI Educator Network for these staff members to connect them with each other, encourage peer support, allow them to consult with one another on problem-solving, and to share the successes in their schools.

These educators have met twice and will meet three more times this year.



Questions?

---