



Ontario Catholic School
Trustees' Association

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September 7, 2017

MEMORANDUM

TO: Chairpersons and Directors of Education
- All Catholic District School Boards

FROM: Stephen Andrews, Director of Legislative and Political Affairs

SUBJECT: **Ontario's Education Equity Action Plan**

Further to the memorandum from President Daly on Wednesday September 6th relating to the curriculum review, today the Minister of Education released the "Education Equity Action Plan". The overall objective of the government's three-year strategy is to reduce systemic barriers to student achievement and well-being. The government intends to:

- Introduce a renewed approach to Grade 9 in which all students can explore pathways to work, college, apprenticeship, and university.
- Identify and address disparities in suspension, expulsion, and exclusion rates amongst certain student populations.
- Enhance other school and classroom practices to ensure that they reflect and respond to student and staff diversity, including more culturally relevant teaching resources, curriculum, and assessment.
- Enhance diversity in hiring and promotion, and tying accountability for equity to the performance appraisals of principals, vice-principals and directors, to ensure that the diversity of teachers, staff and school system leaders reflects the diversity of students.
- Collect and analyze demographic data to more precisely address the systemic barriers to student success through data-informed decision-making.
- Apply an equity, inclusion and human rights perspective to internal organizational structures, policies, programs and practices.
- The government intends to commit about \$7 million in 2017-18 to support the implementation of the Equity Action Plan.

The government's equity plan intends to address potential unintentional consequences of existing structures, policies, programs and practices that may disadvantage certain student populations, including racialized students, students experiencing poverty, Indigenous students, newcomers to Canada, students who identify as LGBTQ and Two-Spirited, children and youth in care, religious minorities, French language minorities, students with disabilities and students with special education needs.

If you have any questions, please do not hesitate to contact me at sandrews@ocsta.on.ca.

Attachment