



Ontario

Human Rights Legal Support Centre

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MINUTES OF SETTLEMENT FOR PUBLIC DISTRIBUTION Grant v. York Region District School Board

The following was agreed to by the parties:

3. The School Board confirms that it is in the process of establishing a Human Rights Office. Part of the mandate of the Human Rights Office shall be to collect and report data to equity related advisory committees.
4. The School Board confirms that it shall reinstate the Every Student Counts survey and shall have the survey completed by the end of the 2017/2018 school year. The Every Student Counts survey shall capture statistics related to incidents of racism (including anti-Black Racism).
5. The School Board confirms that it provides academic services to students through Student Success departments in secondary schools and in conjunction with curriculum services. These services are available to students who are experiencing academic difficulties as a result of racial discrimination. The School Board shall take steps to make students aware of these academic services.
6. The School Board confirms that it provides counselling and psychological services and supports through its Social Work and Psychological Services Department. These services and supports are available to students who have experienced racial discrimination. The School Board shall take steps to make students aware of these services and supports.
7. The School Board shall assign a Teacher Liaison to develop a group including students, support staff and teachers to discuss issues impacting student achievement and well being amongst African/Caribbean Canadian male students. The goal of the group is to improve student well-being by addressing culturally relevant student concerns.
8. The School Board shall host a two day workshop entitled Supporting Racialized Learners, which focuses on the delivery of educational programming to racialized students, including topics such as Islamophobia, anti-Black racism, anti-Indigenous racism.
9. The School Board shall require School Equity Designates to engage in equity training for school staff.
10. The School Board shall develop an ongoing professional development plan including mandatory training for all staff on equity, human rights, racism and anti-oppression, including anti-Black racism.





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11. The School Board shall ensure that Human Rights Compliance Training will be undertaken by the Director, Senior Administration, Principals, and all staff who have the responsibility for overseeing complaints processes.
12. The School Board shall establish subcommittees to the Equity and Inclusivity Advisory Committees to address issues of anti-Black racism and Islamophobia, and shall invite the community to participate in the same.
13. The School Board is committed to collaboration and ongoing meaningful dialogue with the African/Caribbean Canadian community, including, but not limited to the applicable African/Caribbean Canadian community associations in the communities served by the School Board.
14. The School Board currently employs an African/Caribbean Heritage Teacher Liaison, who has responsibility for providing culturally responsive approaches to facilitate student and school-community engagement; supporting teachers with the implementation of inclusive curriculum; liaising with community organizations that are reflective of the many diverse populations in the board; and, assisting immigrant families to understand the Ontario/York Region school system.
15. The School Board is currently in the process of hiring two Inclusive School and Community Services Equity Teacher Facilitators, who shall assist in implementing equity and inclusive education; work with classroom teachers to develop and deliver educational programming aimed at enhancing inclusive and equitable classrooms; support students to address the concerns and challenges they face as a result of their identities; and, liaise with community and education partners to promote partnerships to enhance the curriculum with a focus on inclusive education strategies (such as culturally relevant pedagogy).
16. The Acting Director of the School Board shall read aloud the apology attached hereto as Schedule A at the June 6, 2017 Board Meeting or at the Board Meeting held immediately thereafter in the event the June 6, 2017 meeting does not proceed. A copy of the apology attached hereto as Schedule A shall be placed on School Board letterhead, signed by the Acting Director and published on the www.yrdsb.ca website.





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SCHEDULE A

The Board acknowledges the finding from the Ministerial review report that the reviewers heard parents and community members characterize the board's responses to their complaints as hostile, dismissive, arrogant, and inappropriate.

The Board apologizes to parents and community members that this was how they experienced the Board's response to human rights complaints, including complaints about anti-Black racism, and has committed to taking proactive [sic] steps to improve its response to such matters.

The Board also acknowledges the review report's criticism of its failure to respond appropriately to the use of a racist slur towards a parent by a former trustee.

The Board apologizes to Charline Grant personally and to her family for this failure, and also apologizes to community members who were affected by this comment and the Board's failure to appropriately respond to it, and in particular the Board apologizes to members of the Black community.

