

# Anti-Racism Steering Committee

REPORT TO THE BOARD OF EDUCATION

June 21, 2022

# Anti-Racism Steering Committee



- Student, Parent/Caregiver and Staff Survey
- Student, Parent/Caregiver and Staff Focus Groups
- Policy Review

# Student Voices

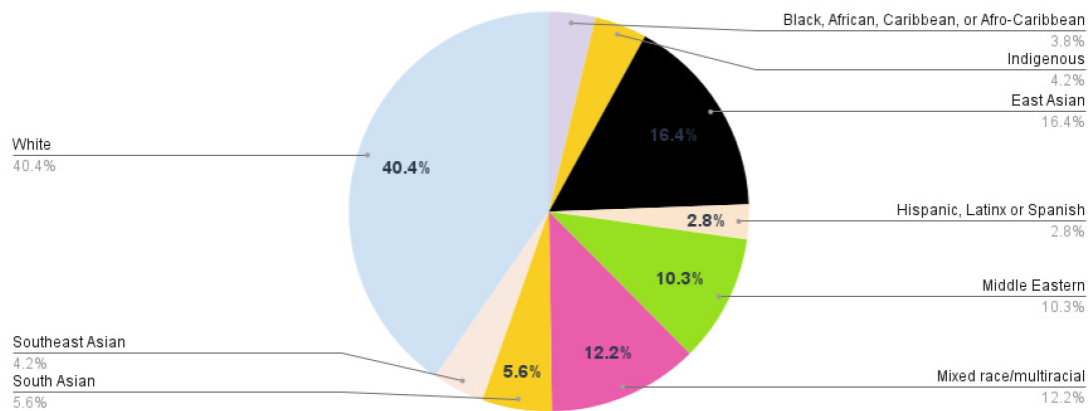
Below are the experiences students shared within the survey.

## Key Themes Identified



# Student Survey Data

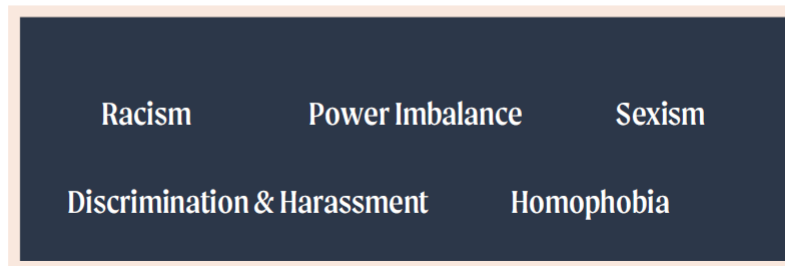
## RACE/ETHNICITY



# Staff Voices

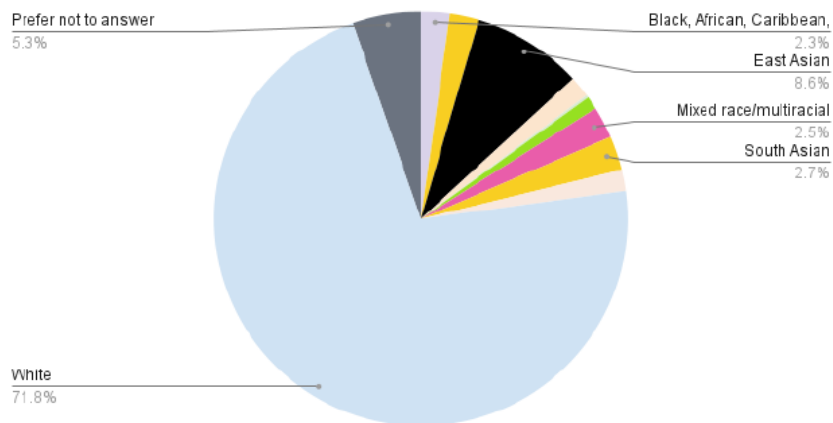
This section includes the experiences shared by staff respondents.

## Key Themes Identified



# Staff Survey Data

## RACE AND ETHNICITY



# Parent and Caregiver Voices

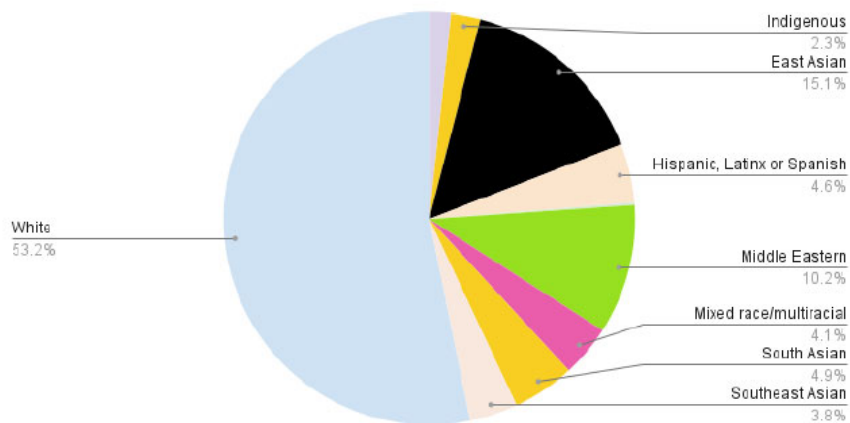
This section includes the experiences of parent and caregiver respondents. Some points of resistance that were shared by parents and caregivers are explored in the next section on data analysis.

## Key Themes Identified



# Parent/Caregiver Survey Data

## RACE AND ETHNICITY



# Focus Groups



# Limited sample sizes

Bakau advised us about the low participation in the survey.

Could be due to:

- Survey not circulated widely
- Lack of support or accommodations in completing survey
- Lack of understanding of importance of survey
- Lack of time to complete survey
- Lack of parent/caregiver interest and support

# Recommendations



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# Recommendations



Bakau recommends the NVSD:

- Stay consistent in messaging of why this work is necessary
- Continued learning for all NVSD members
- Develop a strategic plan that includes how to move through points of resistance
- Consult with experts within the NVSD (lived experience)

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## Recommendations to the Board



- Review hiring practices to increase diversity within all staff employee groups
- Implement mentorship programs to encourage and support racialized employees to take on high profile roles in the organization
- Explore the opportunity to financially support racialized/Indigenous employees gaining credentials for new opportunities within the district

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## Recommendations to the Board



- Engage the services of a consultant to review policy and administrative procedures with an anti-racism lens, taking into consideration the recommendations in the Bakau Consulting Policy Guidelines and Review report
- Develop a team of Principals and Vice Principals to support the District Principal of Indigenous Education and Equity in Education with creating and implementing a multi-year plan to address anti-racism

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## Recommendations to the Board



- Develop a program/plan for further opportunities for students, staff and parents/guardians to provide input and feedback about anti-racism
- Develop a multi-year training program to educate staff across all sectors of the organization about micro-aggressions and other anti-racism topics

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## Thank you and Closing



We thank the Anti-Racism Steering Committee members who worked diligently to start this work in a good way.

We thank the Board for your dedication, and time.

Huy chexw a, Huy sap – Thank you.

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