

ANNUAL EQUITY, INCLUSION, AND DIVERSITY REPORT

September, 2020



SCHOOL DISTRICT NO. 73
(Kamloops - Thompson)

EXECUTIVE SUMMARY & 10 POINT EQUITY, INCLUSION AND DIVERSITY ACTION PLAN

Executive Summary

Achieving equity and excellence is ambitious, but attainable. Equity, achieved through the meaningful inclusion of all learners while honouring their diversity, builds a school system that supports the achievement of each individual learner's potential and the well-being of all learners.

School District No. 73 (Kamloops-Thompson) recognizes that ensuring equity is the foundation for improving student achievement - it is central to the learner's experience and engagement. Linking student achievement to equity, inclusion and diversity will highlight areas of learner well-being, engagement, and school connectedness.

This Annual Equity, Inclusion and Diversity Report supports the six priorities outlined in the District's strategic plan. These six priorities are central to the District vision, which is:

- To be a dynamic school district, achieving success for all students through a commitment to equity and excellence.

It is vital to ensure that the District addresses how each individual's potential connects to SD73's mission, which is as follows:

- We connect each student to their future by transforming the way all partners collaborate to create relevant, innovative and inclusive learning environments.

This report outlines how SD73 supports school connectedness and focuses on neurological, physical, and cultural diversity; mental and physical wellness; and student safety in order to:

- Minimize negative aspects of school life by reducing bullying and harassment, threats, injury and student disengagement
- Diminish stereotyping and discrimination, fear, anxiety and depression
- Enhance feelings of well-being and focus on positive mental and physical health
- Encourage students to respect others and become education citizens

To afford our students the potential for success, the District supports students' ownership of learning, builds positive relationships within the learning community and develops social-emotional learning. SD73's goal of achieving equity within the District is achieved by valuing diversity and striving for inclusion in all learners.

In 2020-2021, the equity, inclusion and diversity action plan will support this goal, as outlined by the action plan in the following section.

Equity, Inclusion and Diversity Action Plan 2020-21

Action Plan Items

1. Finalize an administrative procedure for placing students in partial day programs that includes a plan for re-entry to full in-class instruction.
2. Increase the number of students indicating that they are learning about the colonial impact in Canada through Aboriginal content being embedded in the curriculum, as evidenced in the District Engagement, Well-Being and Resiliency Survey.
3. Establish an anti-racism working group to examine current policies, procedures, structures and resources to ensure anti-racism learning is expanded for staff and students.
4. Implement a formal District program for middle and secondary school transitions for Aboriginal youth, as well as post-secondary transitions.
5. Offer “Welcome to Community Living British Columbia” sessions to help youth with disabilities prepare for adulthood.
6. Provide in-person and online training for primary and intermediate teachers to implement the Everyday Anxiety Strategies for Educators (EASE) program.
7. Train grade 6 and 7 teachers in the Stop Wondering Start Knowing mental health literacy program.
8. Partner with our community YMCA-YWCA to provide programming (Y Mind) for youth who present with mild to moderate anxiety.
9. Form a District-level gender sexuality alliance group and school student Sexual Orientation and Gender Identity lead advisory group to foster a more inclusive and collaborative school district.
10. Implement a pilot program for the Healthy Relationships coordinator to work directly with five classes to provide an evidence-based approach to teaching social-emotional strategies.

