

## LABOUR COUNCIL EQUITY IN EDUCATION WORKING GROUP

The Labour Council, its education affiliates and community activists are strongly supportive of the Equity Foundation Statement of the TDSB. As the Board moves to securing the resources necessary to make that statement an integrated reality for the TDSB and in the life of every school and community, the following are issues have been identified:

- Establish the role of School Community Advisor, matching the previous staffing levels of 22 SCA's and two managers, to perform the crucial work of connecting families and neighbourhoods with the work of the TDSB and needs of students, particularly from newcomer communities. The work of these staff should be connected through the Equity Office/Department
- Fill the posted positions for Student Program Advisors and add two more to restore the level of four positions.
- Ensure there is adequate administrative staff to support the equity work of the TDSB, particularly the above named positions, and to expedite the completion of the Student and Workplace surveys.
- Commit to the resources and political/staff leadership that will be needed to develop a multi-faceted "culture of equity" within the Toronto District School Board.
- Bolster the anti-racist and equity components of professional development for all teachers and administrators, and introduce mandatory equity training for every person serving on hiring committees.
- Ensure that the applicant pool for all positions to be hired reflects the availability of skills within the population of Toronto. Require all hiring committees to report on the demographics of the applicants and new hires at the TDSB, and create and publicly disseminate an annual report on new hires, retention and promotion.
- Review how the TDSB implements the amended Safe Schools Act\*, including professional development around dealing with marginalized students and the hiring of child and youth workers to provide greater guidance and support to those students and their families.
- Ensure effective representation on the Equity Policy Advisory Committee from the community, TDSB unions and the Labour Council to support the implementation of the above recommendations.

\*Based on the assumption that the Act will be changed significantly by the Province