



RAINY RIVER DISTRICT SCHOOL BOARD

EQUITY PLAN 2023-24

LEADERSHIP, GOVERNANCE AND HUMAN RESOURCES	Goal: Ensure accountability throughout the system for equity, inclusion and human rights for all.		
	Strategies:		
	Provide system wide equity training to all staff with a focus on racial equity, implicit bias, and culturally responsive teaching practices	Analyze and communicate workforce census findings to inform goals for equity-based hiring practices	Equity goals are part of all school and board administration performance appraisals and/or growth plans
SCHOOL AND CLASSROOM PRACTICES	Goal: Ensure that school and classroom practices reflect and respond to the diversity of staff and students.		
	Strategies:		
	Equity Continuum tool used to address equity gaps (i.e. underserved, underachieving students) when developing School Learning Plans	Continue to expand culturally relevant and inclusive curriculum (e.g. support implementation of antisemitism education in Grade 6 Social Studies curriculum, Equity Backpack, destreaming in Grade 9)	Continue to address bias, racism and discrimination in learning materials, and policies through use of the Equity Toolkit and Equity Continuum tool.
DATA COLLECTION, INTEGRATION AND REPORTING	Goal: Confidentially collect and analyze data in order to inform and address barriers to performance, achievement, and well-being.		
	Strategies:		
	Analyze student demographic data cross-referenced with achievement data to identify underserved, and underachieving students and inform programming and improvement planning	Analyze workforce census data	Collect and analyze school climate surveys completed in partnership with NWHU and Compass
ORGANIZATIONAL CULTURE	Goal: Develop an organizational culture that will be a model of diversity, equity, inclusion and a commitment to uphold and promote human rights.		
	Strategies:		
	Develop a communication plan to promote and share the Equity Framework across the system	Develop and share resources to increase staff awareness and support administrators on gender expression and religious accommodation decision making	Voluntary equity book club offered to all RRDSB staff.
MONITORING	IMPACT		
<ul style="list-style-type: none"> Learning resources reflect equitable and culturally relevant material (Equity ToolKit) Procedure 2.68 Religious Accommodation Procedure 4.86 Accommodation of students who identify as transgender Policy 2.67 Equity and Inclusive Education Student and Workforce census data; school climate surveys School Learning Plans 	<ul style="list-style-type: none"> The number of students indicating that they feel they belong in their schools is increased to 70% The number of students indicating they learned about and understand Diversity is increased to 80% Reduction in the number of students in Supervised Alternative Learning Program by 10% Five year graduation rate increases to 80% Reduction in suspension rates to equal to or below the regional average 		