

Equity & Inclusive Education

Learning Services



Diversity

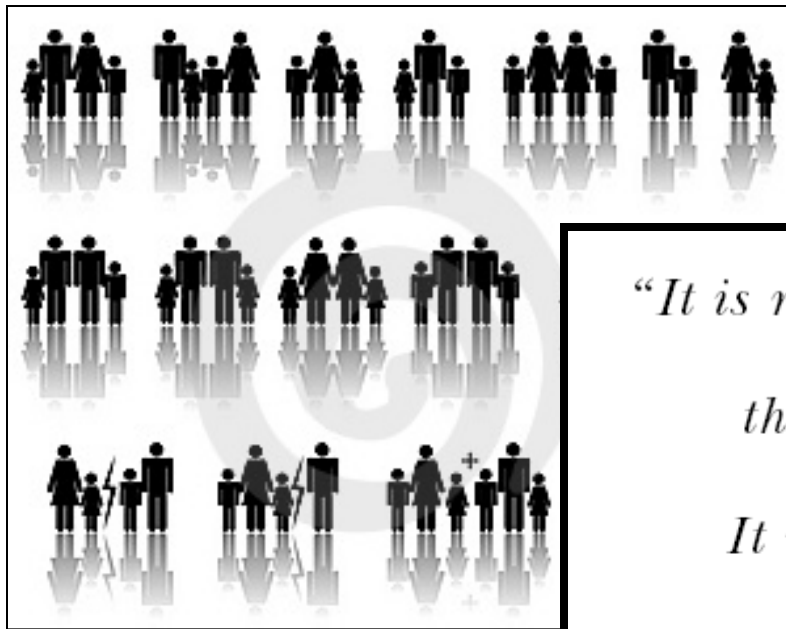
The presence of a wide range of human qualities and attributes within a group, organization, or society.

The dimensions of diversity include but are not limited to:

- Ancestry
- Culture
- Ethnicity
- Physical disability
- Race
- Sexual orientation
- Gender
- Gender Identity
- Language
- Intellectual Ability
- Religion
- Socio-economic status

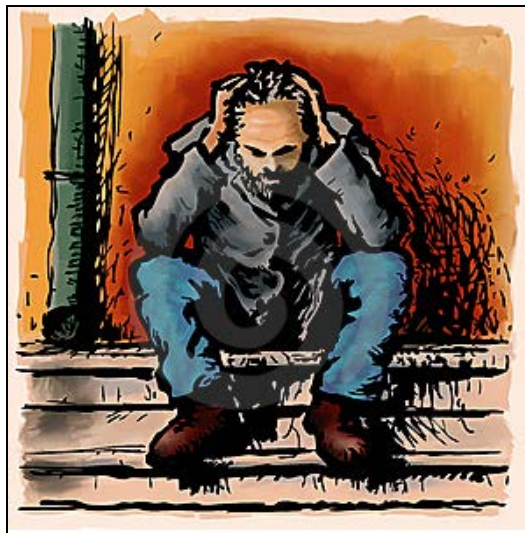
What is Equity?

- A condition of fair, inclusive, and respectful treatment of all people
- It is important to note that equity does not mean treating people the same, without regard for individual differences



*“It is not our differences
that divide us.
It is our inability
to recognize,
accept and celebrate
those differences.”*

Audre Lorde

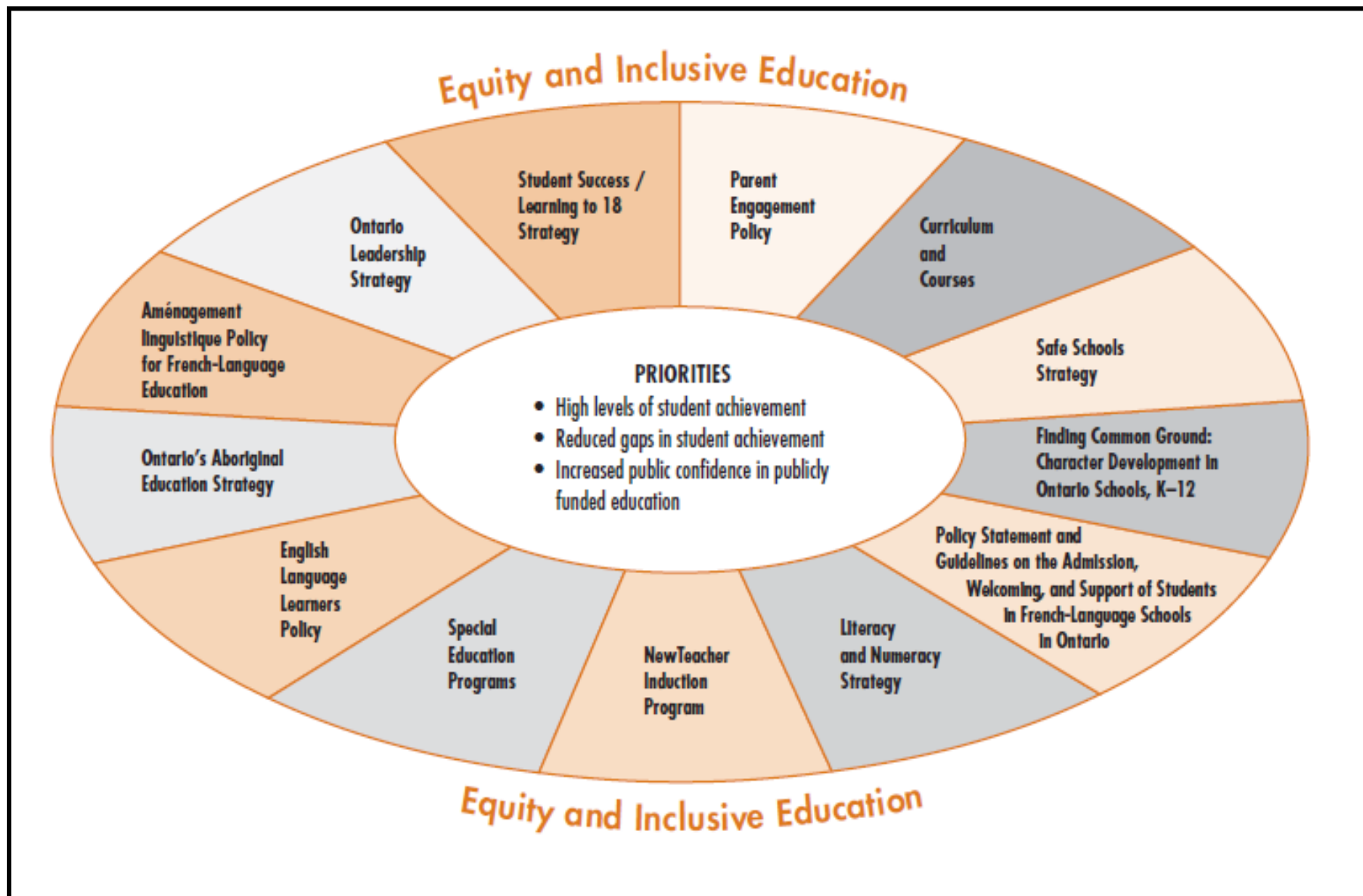


Inclusive Education

- Must be based on the principles of acceptance and inclusion of all students
- It is reflected in curriculum, physical surroundings, and the broader environment

Ontario's Equity and Inclusive Education Strategy

Key Connections to Ministry Programs and Initiatives



Guiding Principles

- The system will be inclusive, proactive and effective
- There is a moral imperative to provide equity of outcome for all students regardless of their backgrounds
- There must be a systemic approach that is embedded in policies, programs and practices
- Equity is not the same as treating people the same
- Identifying and eliminating barriers are essential to student success
- Equity must ensure measurable outcomes for students
- Effective and meaningful school and community partnerships are essential
- Excellence and equity go hand in hand

Learner Diversity in the WRDSB



A large, solid orange circle is centered on a white background. Inside the circle, the text "Setting the Stage" is written in a bold, white, sans-serif font, arranged in two lines.

Setting the Stage

In a WRDSB school of **500** students,
we might expect to see...*



HOPE Public School

500 Equity Drive

Kitchener, Ontario



- 25 students with learning disabilities

- 40 students with AD/HD



- **45** students who live below the poverty line

- **40** students whose first language is not English or French

- **25** students who are First Nations, Métis or Inuit (FNMI)



- 7 students with autism



- 5 students with FASD

- At least **1** student with a physical disability



- **15** students with cognitive disabilities

- 7 students requiring support for mental health issues



- 8 students with severe behavioural/emotional disabilities

- **20** students who may require additional challenge



- **100** students who will not finish high school within 5 years

Diversity could also mean...



My English is not good



I can't afford it



I'm bored



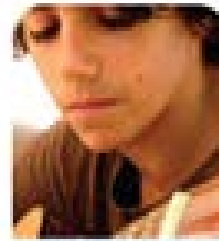
I'd rather work



I'm pregnant



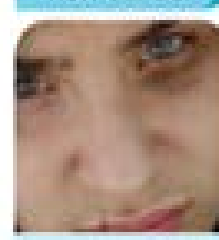
I don't fit in



I move a lot



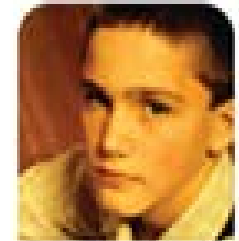
I'm going to a new school



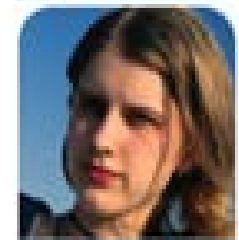
I use drugs/alcohol



I can't handle it



It's too hard



I'm bullied.

Diversity could also mean ...

Differences in:

- background **knowledge** and **experience**
- learning **preferences**
- learning **strengths**
- personal **interests** and **motivation**
- levels of **engagement**

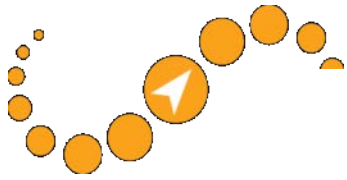


Inclusive Education

- Focuses on changing teacher practice and changing the learning environment
- Begins with classroom assessment
- Begins with the Curriculum

Inclusive Education

- Requires collaborating with parents to identify and ensure mutual understanding of student strengths and needs
- Can be used to support all learners
- Embeds individualized planning within classroom planning for all students



Wabeerj
Medawagso
Merti
unichheesh
Tingki
Komapsumnida
Shukuria
Paldies
Tashakkur
Maketal
bolzin
Maake
gozaimashita
Fakaase
Spasibo
Ekhmet
Mehrbani
Nasachalaya
Balika Yospagaritam
Mimmonchar Atto
Gajtho
Yaqhanyelay
Efcharisto
Dankscheen
Arigato
suksama
Malika
ekojji
Tantogoch
Siloma
Shukuria
lah
Merastawhy
Dhanyabaad
Chalita
Biyangrazie
rabun
Sasachalaya
Juspaxar