

Equity in Action

Prince George SD57 – February 6, 2020

Indigenous Education, Learning Division
BC Ministry of Education



What is the 'Equity in Action Project'?

- SD57 & Ministry effort to address systemic barriers impacting Indigenous student achievement. A focus on 'equity of opportunity' and a **co-constructive approach is driving a review of practices and policies that may be creating obstacles for Indigenous learners in the B.C.**
- The Equity Scan defines a collective and collaborative decision-making process for school districts to enter into a **genuine and meaningful self-assessment dialogue about the experience of education for Indigenous learners and to respond in strategic ways to create conditions for success**

Context:

Why Indigenous Education in BC?

67,616

- Self-identified Aboriginal students in the public system (inclusive of First Nations, Metis, Inuit). 12% of BC student population

7,820

- First Nations on-reserve students in public schools or off-reserve independent schools

4,641

- First Nations students in First Nations schools



Context:

Why
Indigenous
Education in
BC?



Supports rich diversity of BC classrooms and benefits **all** learners

"The inclusion of Aboriginal perspectives and knowledge... is based on the understanding that Aboriginal perspectives and knowledge are a part of the historical and contemporary foundation of BC and Canada.

With a more in-depth knowledge of Aboriginal people and their history, all students in British Columbia will have a foundation for developing mutual understanding and respect."

Exploring Curriculum Design, 2013

Education is the Key

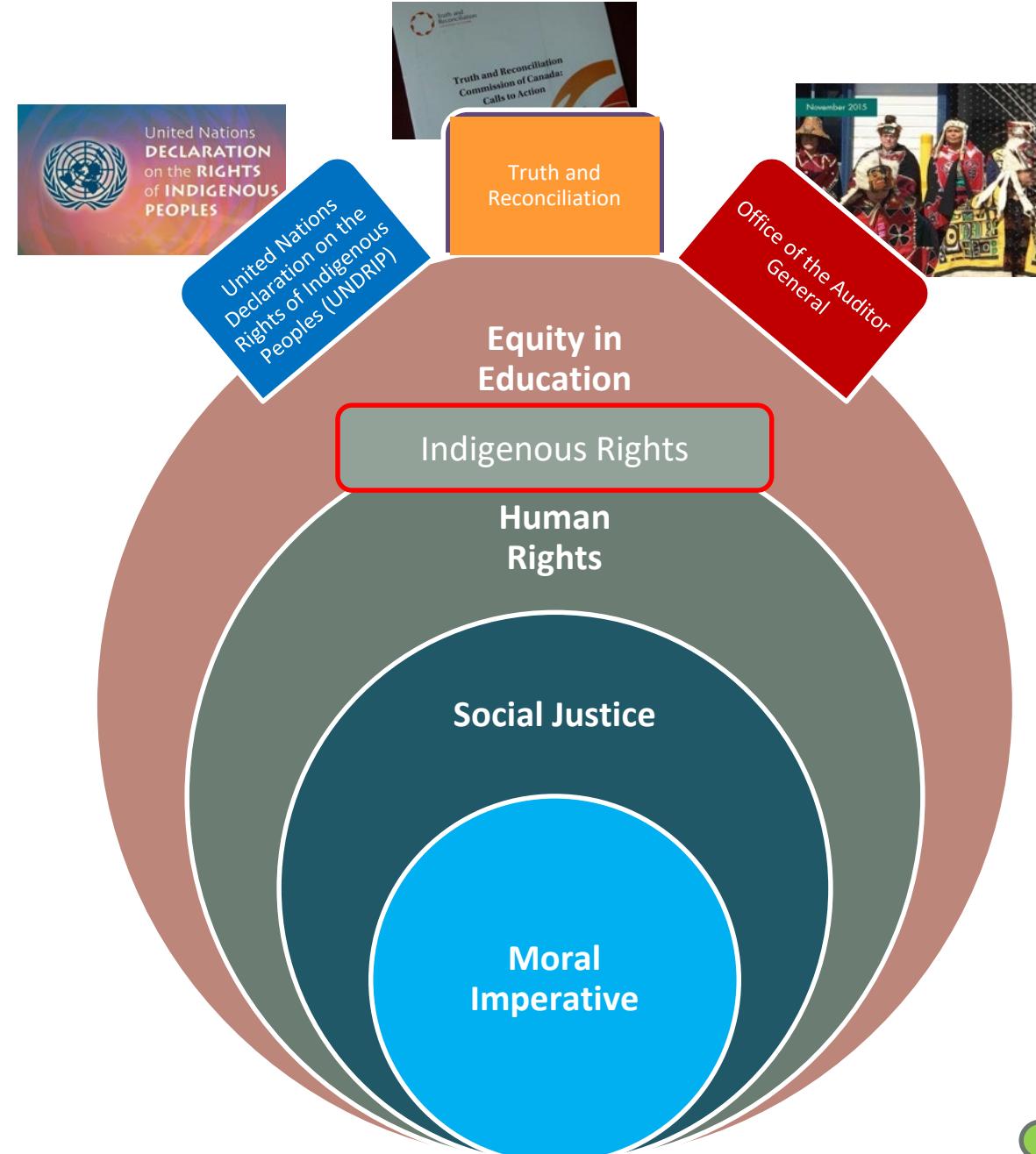
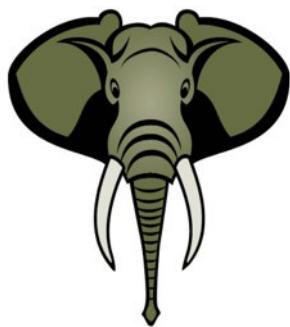
“It is precisely because education was the primary tool of oppression of Aboriginal people, and the miseducation of all Canadians, that we have concluded that education holds the key to reconciliation.” Justice Murray Sinclair



Foundations for Equity



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Courageous Conversations - Norms

- Stay Engaged
- Speak Your Truth
- No Fixing
- Experience Discomfort
- Take Risks
- Listen for Understanding
- Expect and Accept Non-Closure

source: Cultures Connecting, Dr. Caprice Hollins and Ilsa Govan, adapted from the work of Singleton and Linton (2006)



A Belief in All Learners

- “In the education system, racism can take the form of educators having **low expectations** for students **based on preconceptions or biases** stemming from **social attitudes**. This is the concept of the **racism of low expectations**, and we were told about it in our interviews with ministry staff, district staff, and members of Aboriginal communities.”



What we mean by Equity?

As Fairness...

Removes obstacles to success such as family background and socio-economic circumstances from the educational experience of learners and the narratives of professional practice.

As Inclusion...

Ensures that all students cross our graduation stages with dignity, purpose and options.

Ensures that nobody is left out because of who they are and from where they come.

= Equity of Opportunity

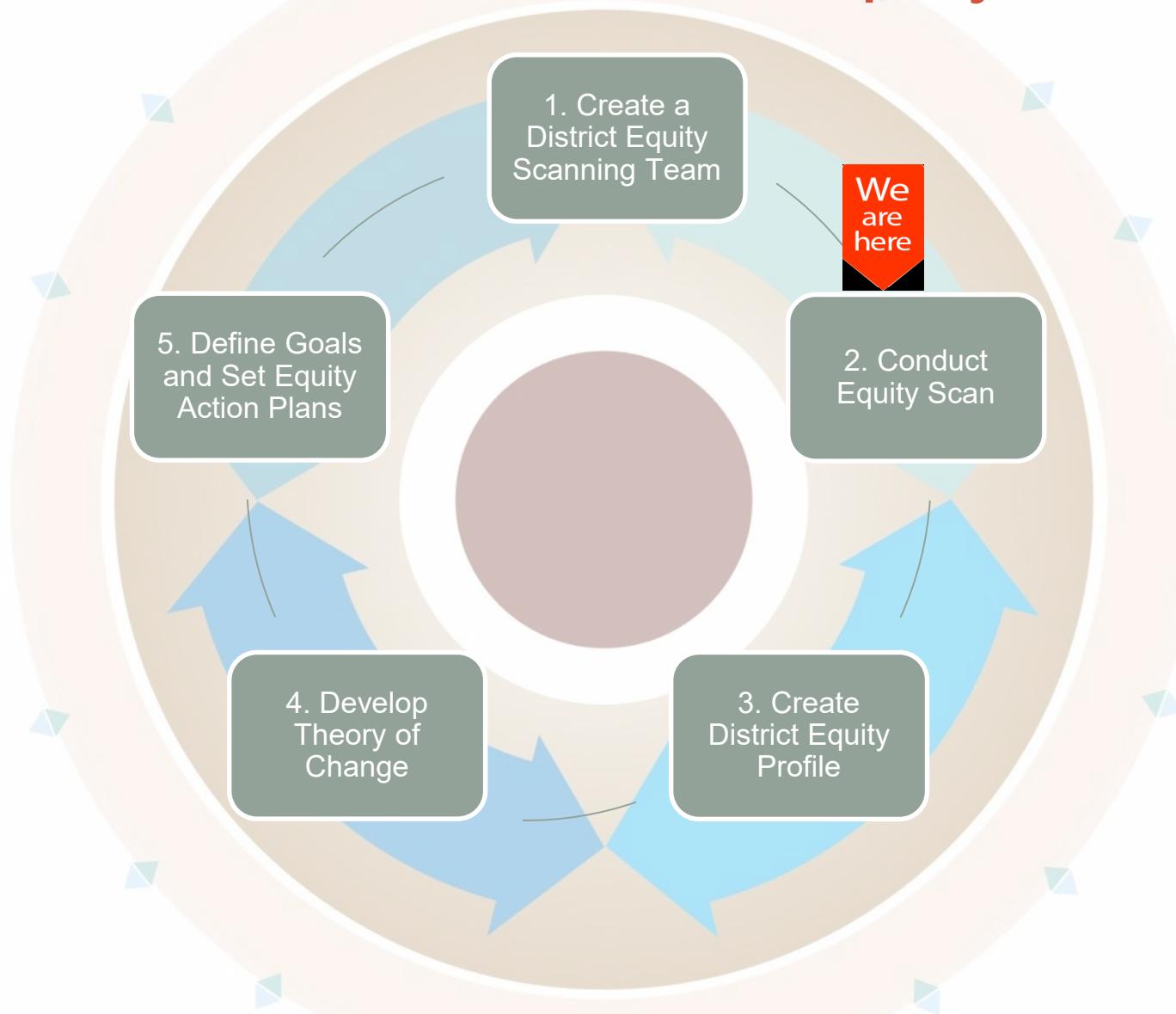


Equity is about WHO we are as educators
and what we commit to changing.

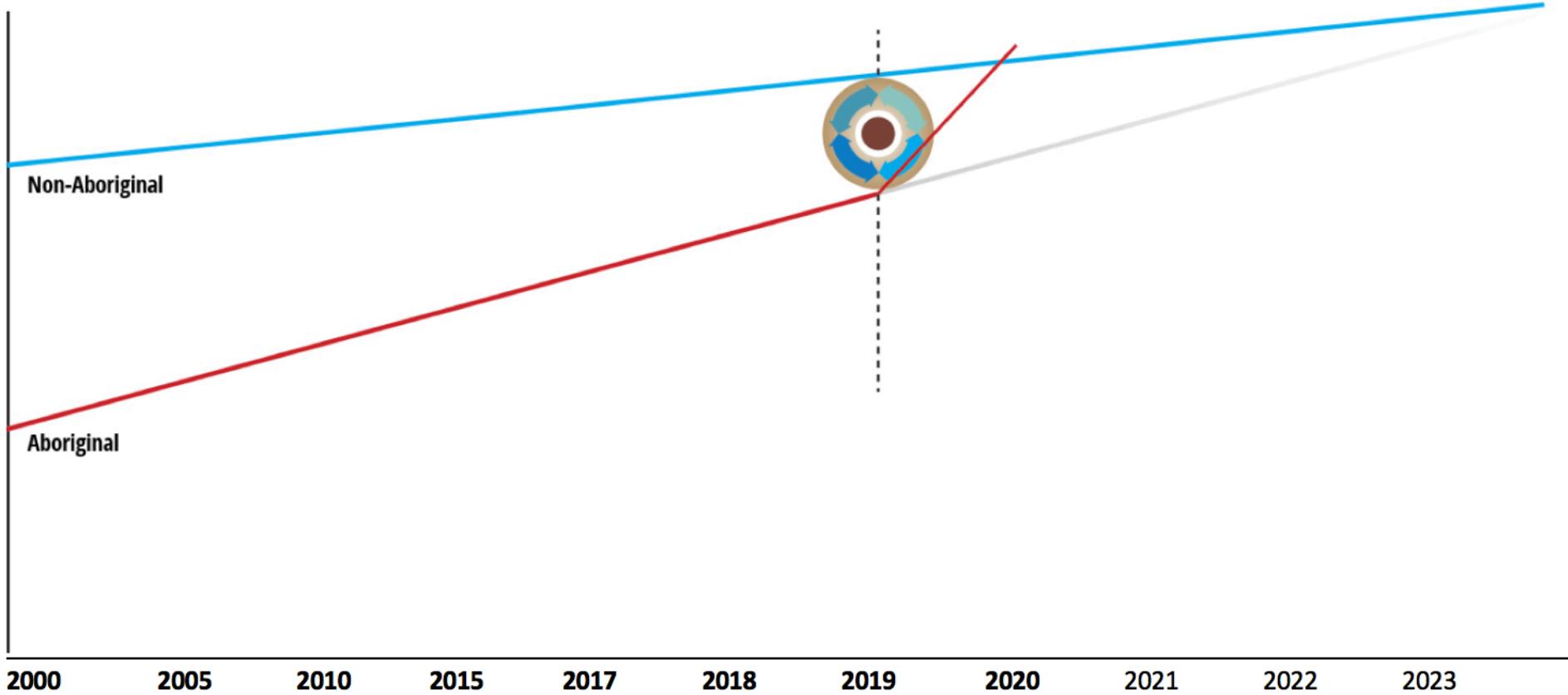
“What are we leading?”

- Racism of low expectations;
- Implicit bias and privilege;
- Deficit thinking and theorizing;
- One size fits all planning and organizing for learning;
and,
- Silence in the face of all of the above.

Framework for Equity



Accelerated Success



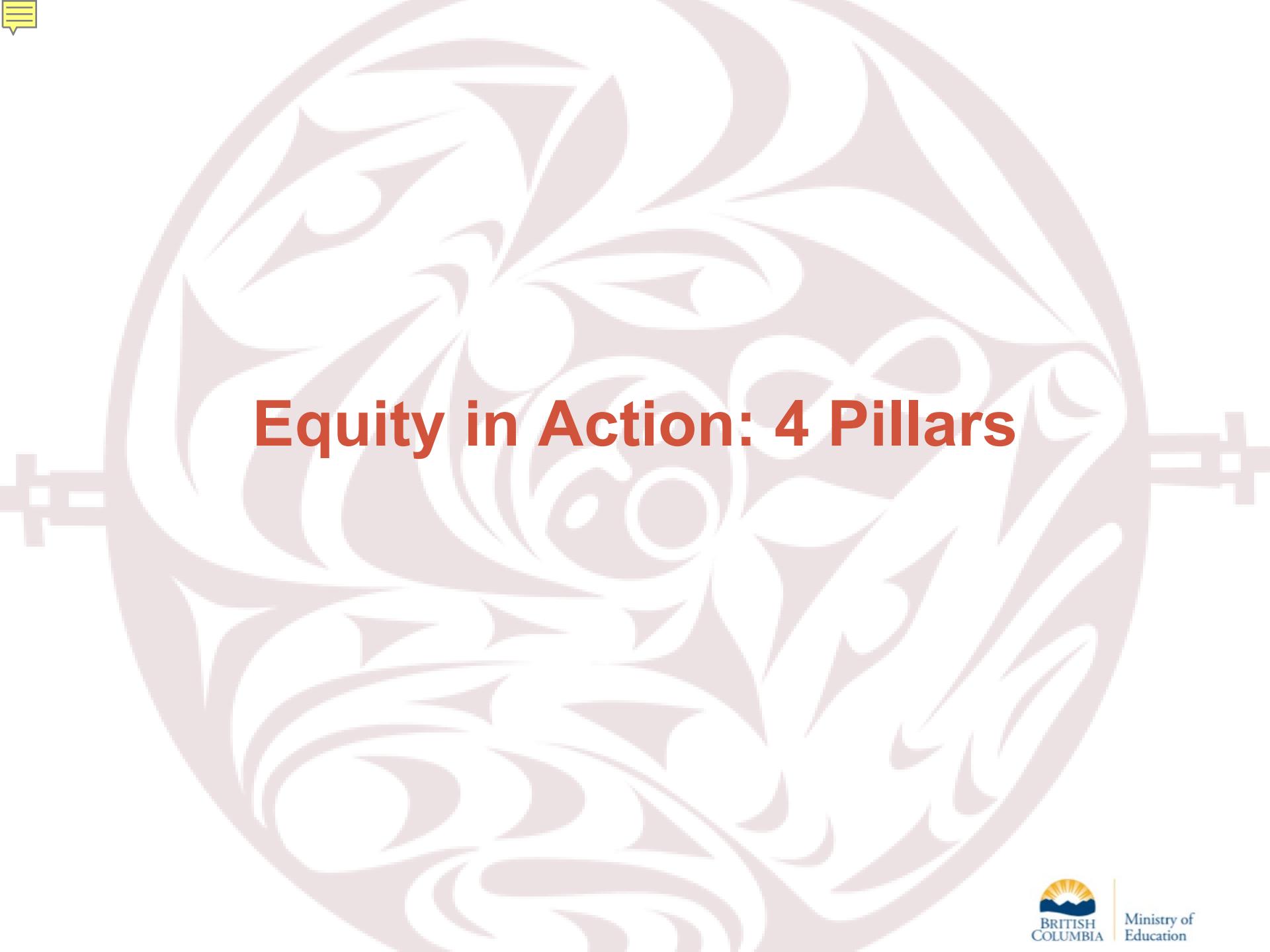


Conduct The Equity Scan



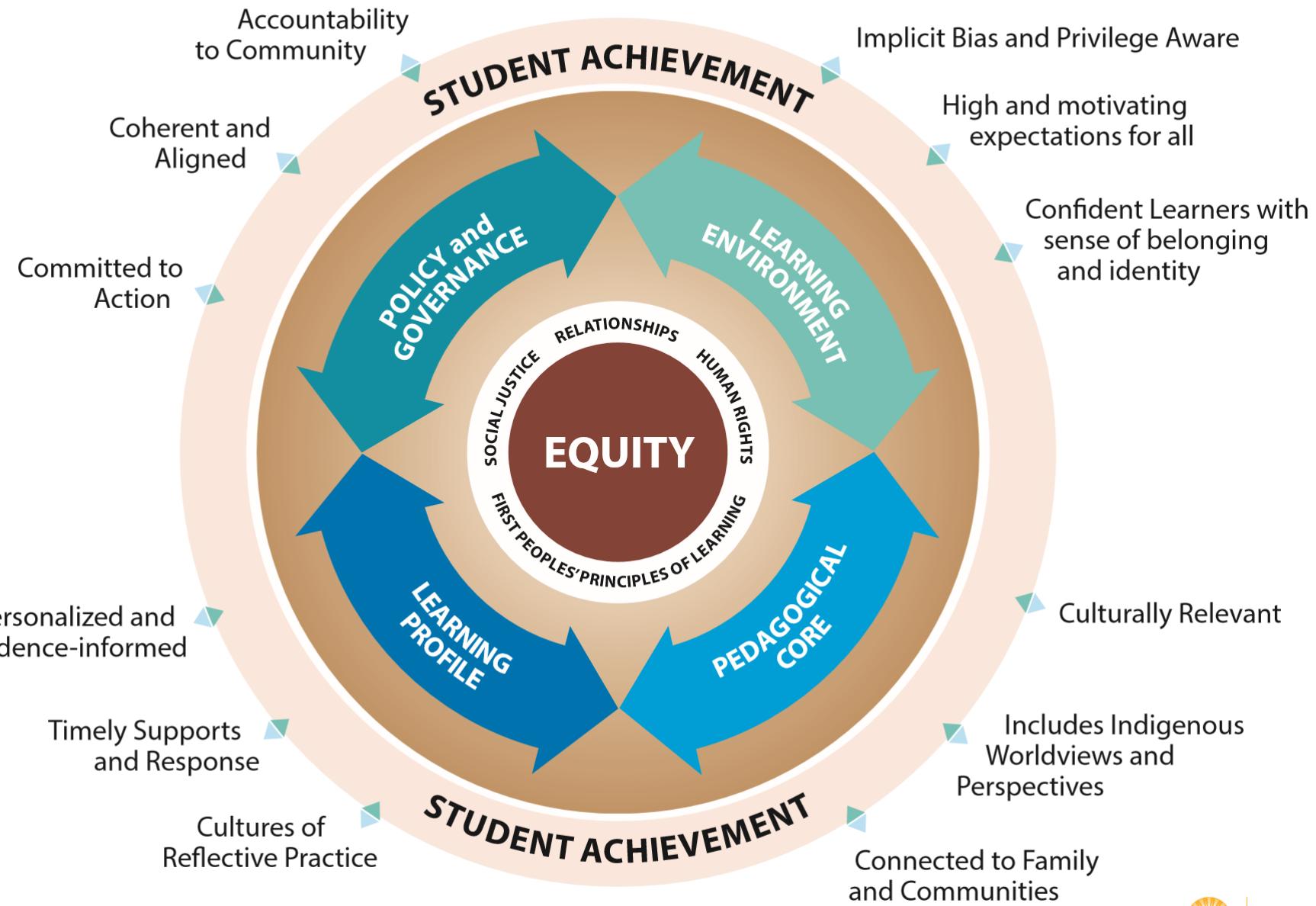
- Equity Scanning is about going deeply into the culture and norms of the district.
- Questions and rubrics are designed to be points of inquiry that Equity Teams work through.
- Will indicate areas of strength and areas of concern to be addressed.

2. Conduct
Equity Scan



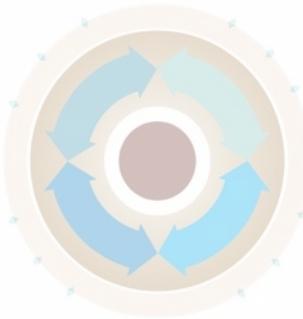
Equity in Action: 4 Pillars

Indigenous Student Success





District Equity Profile



- The main work of Equity Teams.
- The result of broad and meaningful consultation and inquiry.
- A “Makes Sense” inventory of where we are.
- Sets the stage for Action Plan and areas of growth.

3. Create
District Equity
Profile



Theory of Change

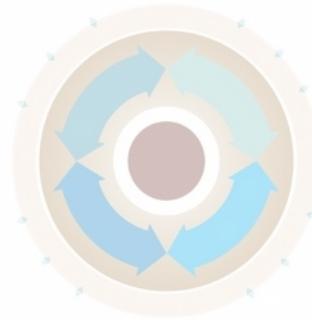


- Articulate what findings have emerged through this scanning process that will contribute to growth and progress in your district.
- A statement of intentional strategies, actions and goals identified for action to address systemic barriers that may exist.

4. Develop
Theory of
Change



Equity Action Plan



- The final expression of Equity Scan.
- Makes a commitment to growth and change.
- Is an honest and courageous document that is accessible to all partners.
- Addresses the inputs gathered during scanning.

5. Define Goals
and Set Equity
Action Plans

Student Learning Profile Sample

Operation Equity



School Name

Sample School

Parity Lens Targets

ACTION:

Improve 2016/17
Completion Rates

ACTION: Improve

Future Completion
Rates

FSA - DRAFT

Status on Reserve

- (All)
- Excluding Status On Reserve
- Status On Reserve

Cohort Year

2017/2018



EN 10 Requirement

- Did Not Pass or Take English 10
- Passed English 10

MA 10 Requirement

- Did Not Pass or Take a Math 10
- Passed a Math 10

SC 10 Requirement

- Did Not Pass or Take SC 10
- Passed SC 10

SS 11 Requirement

- Did Not Pass or Take SS 11
- Passed SS 11

EN 12 Requirement

- Did Not Pass or Take an English 12
- Passed an English 12

Students to Target

Grade

Grade	Name
Grade 12	Student 1
	Student 2
	Student 3

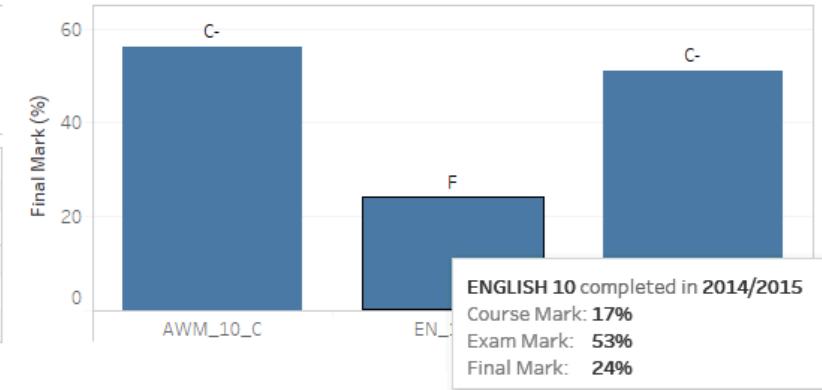
ELL

Non French Immersion

Non Special Need

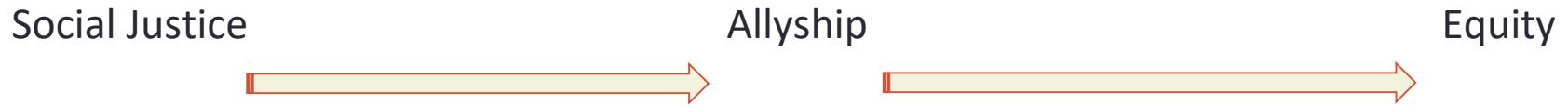
Status On Reserve

2009.02	Grade 4	Reading	Not Yet Meeting Expectations
		Writing	Not Yet Meeting Expectations
		Numeracy	Meets Expectations
2012.02	Grade 7	Reading	Meets Expectations
		Writing	Meets Expectations
		Numeracy	Meets Expectations



3 Big Ingredients for Success

1. Commitment to Social Justice as a local priority.
2. Understanding of Allyship and appropriate Responsibilities and Roles.
3. Equity Savvy.



Pitfalls to Watch for

- Equity in Action is Ongoing
- Process is important
- Beware of “Status Quo” Thinking





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