

# THE DEMANDS

1. Parents Against Racism Simcoe will be a formalized committee that will meet with SCDSB on a monthly basis minimally and would like to be invited to all meetings that affect decision making that will impact Black and Black biracial and racialized children in SCDSB
2. 2 positions will be designated for Black parents/caregivers on PIC (Parent Involvement Committee) to begin in September 2021
3. Review other SCDSB committees and councils to ensure there is representation and designated seats
4. Anti-Black racism (ABR) strategy with accountability measures
5. Anti-Black racism (AR) and anti-oppression (AO) policy
6. Multiple and ongoing educational sessions (Professional Development) for all SCDSB employees on how to decolonize education, view curriculum with an anti-Black racism, anti-racism and anti-oppressive framework, culturally relevant and responsive pedagogy with accountability measures
7. With ABR/AR/AO/ framework, mental health support for Black and racialized students that are culturally appropriate
8. N-word policy
9. Support of Graduation Coaches to start in grade 6
10. Graduation Coaches for all secondary schools and support feeder schools
11. SCDSB to provide funding for a Black led organization for a Black System Navigator such as Parents of Black Children
12. Remove Police from schools and any police inclusion, should be overseen before materials are shared with our students. Programs/presentations need to be culturally relevant
13. Create an Equity Department with the focus on ABR/AR/AO; department with experts (not teachers or principals) in the field and lived experienced from the Black, Indigenous and People of Colour
14. Collect adequate race-based data collection supported by ABR/AR/AO research expertise organization. This will aide in accountability and determine the needs specific to SCDSB regarding ABR/AR/AO
15. Develop a formalized process and procedure to report racism in schools and response to racism; reported racism is currently being handled at the discretion of the principal and/or superintendent. There needs to be a proper process, similar to a Respectful Workplace Investigation based on an ABR policy, this process and policy needs to be developed and overseen by an appropriate person in Human Resource Department, along with a properly trained expert from outside of the board, as to remain unbiased
16. Immediate and ongoing equity audits with an AR/ABR/AO framework to be completed immediately. These audits should include things such as but not limited to: Social Media Posts (culturally appropriate and relevant), teaching resources (i.e., textbooks, outside materials from outside sources)
17. Ongoing (multiple times within the school year) AR/ABR/AO educational sessions for all Board employees and committees/councils
18. Accountability measures to track sessions, determine impact and change within the system
19. Targeting hiring of Black and diversified employees in all positions
20. Support for Black and racialized staff
21. Race based data on retention of employees