

FOUNDATIONS IN EQUITY AND ANTI-RACISM EDUCATION

Towards an Equitable & Inclusive School



A 6-session course for educators
prepared by the
Canadian Race Relations Foundation (CRRF)
in cooperation with
The Dufferin-Peel Catholic District School Board

When so many educators have been involved in multiculturalism/anti-racism/equity work for more than 3 decades, why is it that Racism, Antisemitism, Sexism, Homophobia, Islamaphobia...and so many of the other ISMS and PHOBIAS are not things of the past? This course will explore the challenges that still face educators today in identifying and countering racial discrimination in all its forms and its intersection with other forms of discrimination, even though many policies and codes are currently in place at every level of the education system.

“Anti-Racism and Equity in Education” will support educators (elementary and secondary) by assisting them to further develop interpersonal skills and awareness that will improve the classroom environment. The learning experience will enable educators to build bridges to all students, parents and school communities. The course will provide practical strategies and resources for the school and for the classroom, with an emphasis on turning theory into practice.

SESSION 1 – Introduction and Overview – Racism: Let’s Talk!

In this session, the facilitators will begin to create a safe environment in which participants will explore their thoughts and attitudes around racism and related intolerances. Participants will develop a common vocabulary to describe the dynamics of racism and how it intersects with other forms of discrimination. Participants will explore the history of racism, learn to name it in all its forms, and understand the social construct of racism in terms of power and privilege.

SESSION 2 – See People for Who they Really Are

Participants will begin to recognize the manifestations of racism and other forms of discrimination in education. This session also focus on identity, inclusion and affirmation as well as understanding systemic barriers to equality. Educators will hear students explain issues they face today, and will understand the important elements of an inclusive curriculum based on an anti-racism/multicultural approach.

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SESSION 3 – Multicultural Anti-Racist Education across the Curriculum

What does inclusion *really* look like? This session will delve further into the inclusive curriculum, beginning with a focus on integrating an Aboriginal perspective into the curriculum, and will bridge the gap between theory and practice. Using the James Banks model of inclusive curriculum, the participants will work on learning a rubric that will assist educators to move from a multicultural to an equity framework.

SESSION 4 – Toward Acceptance and Dignity

Challenging the status quo can be met with overwhelming resistance. This session will help participants to increase confidence, skills and networks to counter denial and develop strategies to effect institutional and organizational change in the face of competing interests. A workshop entitled 'Countering and Preventing Islamophobia' will be presented by facilitators using anti-racism approach in dealing with sensitive issues created by local, national and international situations.

SESSION 5 – Human Rights/Human Wrongs -- It Takes a Village...

Participants will learn both their rights and responsibilities as outlined in the Human Rights Codes and Board Policies and Procedures. They will understand barriers to equality and have an opportunity to build skills both for accommodating diversity and for handling racial incidents. Participants will identify strategies for community outreach, dialogue and partnerships and will work on and discuss case studies dealing with various forms of racism, homophobia, religious discrimination and related intolerance.

SESSION 6 –Honouring and Respecting Diversity - final session

In this session, participants will explore the importance of allies to maintain and sustain equity and antiracism work. They will also review the notion of 'The Power of One' and hear from speaker who shares what a difference an individual can make in effecting change. Participants will reflect on the impact of the course and share promising practices and resources. Opportunities for further professional development will be explored. We will have an opportunity to honour each other and plan for the future!

For more information contact:
Wendy Larm, Paul McMorrow or Nick Milanetti

Spring Session: May 5, 13, 19, 27 June 2, 10

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the Dufferin-Peel Catholic District School Board (DPCDSB)**