



DIVISION SCOLAIRE
LOUIS RIEL
SCHOOL DIVISION

Diversity, Equity, Inclusion & Anti-Racism: Faking It or Making It?

CASSA-ACGCS Leadership Conference 2023

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I am thankful to be here on the traditional and unceded territory of the ləkʷəŋən peoples, today known as the Songhees and Esquimalt Nations, who continue to act as stewards of the lands and waters of what is now called Victoria, British Columbia.





Land Acknowledgement

The Louis Riel School Division (LRSD) brings together a community of schools on the traditional land of the Anishinaabek, Ininewak, and Dakota. Our division is located on the homeland of the Red River Métis. We recognize that Manitoba is also the traditional land of the Anishininwak and Dene.

We respect the treaties made on this land and acknowledge the harms and mistakes of the past and present. We dedicate ourselves to authentic alliances with Indigenous communities in a spirit of reconciliation and cooperation.

The ongoing development of LRSD's land acknowledgement is guided by our Indigenous Council of Grandmothers and Grandfathers, and we thank them for their generosity and collaboration.



Today, Tomorrow, Beyond: Reflecting on Professional Learning (ACTION Ticket)

After participating in professional learning, we sometimes leave feeling like we do not know what to do next. Use this action ticket to help guide your thinking around what you can do *immediately*, the *next day*, and in the *long run*.

Description	Provocations	Response
Today: Think about what you can do right after the professional learning opportunity that might have an impact on you, your circle, or society at large.	<ol style="list-style-type: none"> 1. What can I do today, after this learning opportunity, to consolidate and internalize my understanding? 2. How might I sit with what I heard, saw, or learned that will go beyond reflection? 3. Is there anything actionable from the learning that I can participate in right away (e.g., <i>make a call, write a letter, do further reading, start brainstorming a plan, etc.</i>)? 	
Tomorrow: Decide what you can do the day after the professional learning opportunity that will likely have a direct impact on the students, families, and communities you serve.	<ol style="list-style-type: none"> 1. What can I do tomorrow, to act on today's learning, that will have a direct impact on the students, families, and communities I serve? 2. What considerations do I need to make so that my first step is meaningful? <ol style="list-style-type: none"> 2.1. Is there a conversation I need to have? With whom? 2.2. Is there a resource I need? How do I access it? Use it responsibly? 3. How will I ensure that what I do is not ill-conceived or rushed so I do not create or perpetuate harm? 	
Beyond: Create a plan that helps guide you to transform your learning into action. Build on this plan and take action until it leads to long-term, significant effects on your school, department, and/or classroom that are rooted in justice.	<ol style="list-style-type: none"> 1. What can I do that goes beyond my immediate action that will be long-term and have a significant effect on my school, department, and/or classroom (rooted in justice)? 2. How will I hold myself accountable as I create and implement my plans? How will I work through my own emotions, beliefs, values, and knowledge as I implement and revise my plans? 3. How will I check to see if the actions I am taking are creating the change that is needed? Who am I consulting with to get these answers? Am I using (street) data to inform my next steps? 	
Click the Today, Tomorrow, Beyond Framework Explainer for quick reference.		

- D&I
- DEI
- EDI
- JEDI
- EDIA
- ABAR
- ABARAO



Our Goal for the Session

- To share the ways in which we are working towards Diversity, Equity, Inclusion and Anti-Racism in the Louis Riel School Division.
- To make ourselves accountable for our work by sharing it publicly.



Who Are We?

- The Louis Riel School Division (LRSD) is a school division in Winnipeg, Manitoba, that offers English-language and French-immersion education to its students. The LRSD serves a diverse community of over 16,000 students in 40 schools across south-east Winnipeg.
- The LRSD values diversity, inclusion, innovation, and community engagement. It strives to provide quality education that prepares students for academic success and responsible citizenship. The LRSD also welcomes international students from kindergarten to Grade 12 and appreciates the diverse perspectives they bring to schools and classrooms.

[You Are Here:](#) [Home](#) > [About Us](#) > [Our Vision, Mission, Values and Motto](#)

Our Vision, Mission, Values and Motto

The Louis Riel School Division values the importance of a Vision and Mission statement that engages all stakeholders and can be the roadmap for our collective goal of cultivating an exceptional learning and teaching environment in the Louis Riel School Division. We encourage everyone to engage in ongoing conversations about our statements and how they can help shape experiences in classrooms, schools, workplaces, the boardroom and the broader community. From our trustees, staff and students to our families and community partners, we must all use these Vision, Mission, and Values statements to inspire and guide our collective work.

La Division scolaire Louis Riel comprend l'importance de se doter d'énoncés de vision et de mission qui engagent la participation de tous les intervenants et qui peuvent nous orienter dans l'atteinte de notre objectif commun de cultiver un environnement d'apprentissage et d'enseignement exceptionnel au sein de la Division. Nous vous encourageons tous à participer aux conversations continues portant sur nos énoncés et la manière dont ils peuvent servir à façonner les expériences en classe, à l'école, au travail, dans la salle de réunion et dans l'ensemble de la collectivité. Nous devons tous — depuis les commissaires, les membres du personnel et les élèves jusqu'aux familles et aux partenaires communautaires — faire appel aux énoncés de vision, de mission et de valeurs pour inspirer et guider notre œuvre collective.

Our Logo / Notre Logo

Our logo symbolizes growth, nurturing and collaboration; the merging of two legacy divisions; a flame, path or passion for learning; and forging a bright future.

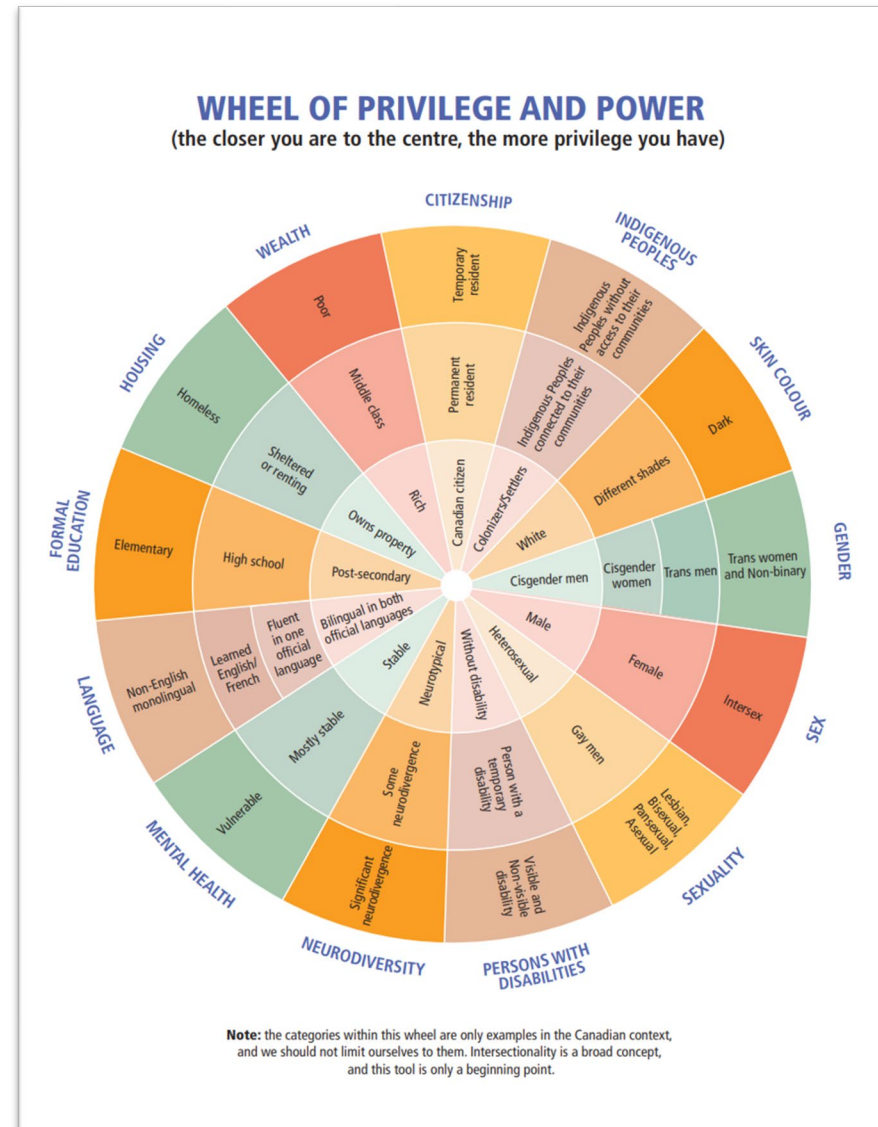
Notre logo symbolise la croissance, l'enrichissement et la collaboration; la fusion de deux divisions historiques; une flamme, un parcours ou une passion pour l'apprentissage; et la création d'un brillant avenir.



LOUIS RIEL
SCHOOL DIVISION



Who Am I?



Our DEI Journey

- **1970s** – Federal Policy on Bilingualism & Biculturalism
- **1980s** – Canada's Multiculturalism Act & Inclusion of multiculturalism in Charter
- **1990s** – Manitoba's Policy for a Multicultural Society, Manitoba's Multiculturalism Act & [Manitoba Education's Policy on Multicultural Education](#)



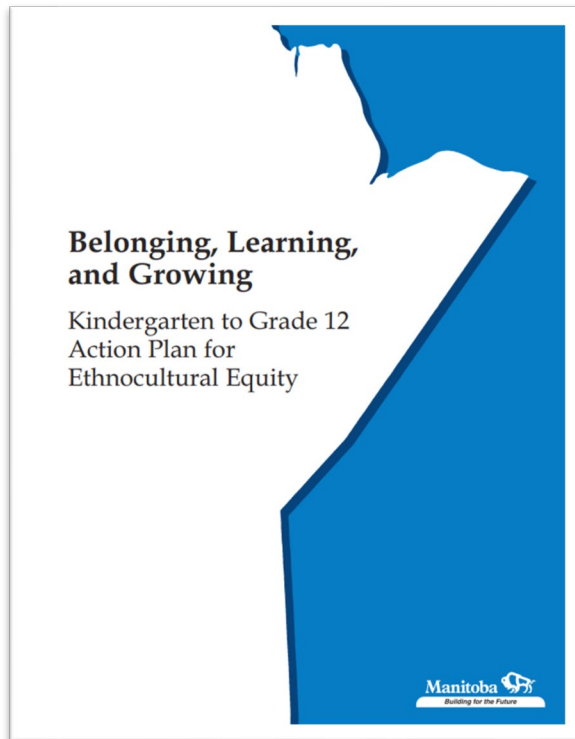
Initiatives of School Divisions

School divisions are encouraged to:

- develop their own multicultural education policies and implementation strategies;
- develop and provide introductory and ongoing professional development and in-service programs for administrators, teachers, and support staff with the following objectives
 - to ensure awareness of multiculturalism among all divisional personnel;
 - to examine personal attitudes, and increase knowledge of and skills in intercultural education;
 - to equip educators with the skills to handle incidents of stereotyping, prejudice, discrimination, and racism in their jurisdiction;
 - to familiarize teachers with resources that are available throughout the province in the areas of multicultural, intercultural and race-relations education;
- develop partnerships with the ethnocultural communities in their jurisdiction to address issues in multicultural/ intercultural education, including programming for heritage language or English as a Second Language instruction;
- reflect the multicultural diversity of Manitoba's population in their hiring practices.

Our DEI Journey

- **2000s** – Manitoba Education's Action Plan for Ethnocultural Equity



Belonging, Learning, and Growing: Kindergarten to Grade 12 Action Plan for Ethnocultural Equity (2006–2008)

The 2003-2004 consultations were the basis for the refinement and further development of the draft ethnocultural equity Action Plan, proposed in 2003. *Belonging, Learning, and Growing: Kindergarten to Grade 12 Action Plan for Ethnocultural Equity (2006–2008)* comprises 19 actions organized into five categories:

- Building Capacity to Respond to the Needs of Diverse Learners
- Engaging Parents, Students, and Educators
- Resources for Building Inclusive Schools and Classrooms
- Policy Renewal and New Guidelines
- Enhancing Teacher Diversity

Our DEI Journey

- **2010s** – Manitoba Education's Diversity Education



Our DEI Journey

- The Louis Riel School Division adopted a [multi-year strategic plan](#) for the 2019-2023 school years with a clear focus on equity and inclusion. As a school division, our renewed commitment to Indigenous education, diversity, equity, and inclusion (DEI), and anti-racism (AR) is supported by Strategic Priority 1 of our 2019-2023 Multi-Year Strategic Plan. We have set goals for staff, students, and community to help us create a culture of equity and inclusion.



LOUIS RIEL SCHOOL DIVISION

**Diversity, Equity, Inclusion
and Anti-Racism Services**

I can't breathe

A Community Vision with an Equity Focus

STATE OF EQUITY IN EDUCATION REPORT

WINNIPEG INDIGENOUS
EXECUTIVE CIRCLE



2021

STATE OF EQUITY IN EDUCATION REPORT

WINNIPEG INDIGENOUS
EXECUTIVE CIRCLE



SEPTEMBER
2020

STATE OF EQUITY IN EDUCATION REPORT

NEWCOMER EDUCATION
COALITION



SEPTEMBER
2020

STATE OF EQUITY IN EDUCATION REPORT

NEWCOMER EDUCATION
COALITION



2021

Our DEI Journey

- Listening to the voices of our community in an equity-informed manner compelled us to act with urgency to hasten work on our Multi-Year Strategic Plan priorities for 2019-2023 that address issues of systemic racism in a proactive, capacity-building, and systematic way.
- Based on dialogue with equity-seeking groups and the broader community LRSD serves, the division officially launched its Diversity, Equity, Inclusion (DEI) and Anti-Racism Initiative in October 2021.
- We have just adopted a new MYSP that reestablishes our commitment to these priorities in the years to come.





Strategic Priority 1: Creating a Culture of Equity and Inclusion

BELONGING QUADRANT

Achieving the following goals will accomplish LRSD's strategic priority of creating a culture of equity and inclusion.

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STRATEGIC GOAL 1.1

All learners will demonstrate a thorough understanding of equity and inclusion through a strong sense of connectedness to peers, staff and community.

We will achieve this by:

- knowing and valuing the story of each learner, family and community;
- reducing the impact of factors such as complex poverty, racism, prejudice, and physical and mental health challenges on learning and [well-becoming](#);
- implementing the [Truth and Reconciliation Commission of Canada's \(TRC\) Calls to Action](#) (i.e., Indigenous languages, treaty education, and closing the gaps for Indigenous learners);
- ensuring every learner sees a place for themselves in classrooms, schools, and LRSD;
- allocating opportunities and resources in ways that recognize local and personal strengths and needs;
- eliminating the learning gaps related to socio-economic status, race, ethnicity and gender.

STRATEGIC GOAL 1.2

All staff will recognize their collective capacity to strengthen practices of equity and inclusion that can be achieved through a strong sense of connectedness to their learners, peers, families and community.

We will achieve this by:

- ensuring staff are a part of a collective response that guarantees each learner and family know they have a person in their school who will advocate for them;
- involving staff in a collective and systemic effort to reduce the impact of factors such as complex poverty, racism, prejudice, and physical and mental health challenges on learning and well-becoming;
- ensuring all staff sees they are reflected and have a place in classrooms, schools, and LRSD;
- building capacity and co-creating the strategies to implement the TRC's Calls to Action such as continuing the development of the K-3 Ojibwe language program, including Indigenous perspectives in curriculum, treaty education throughout K-12 and learning cohorts we call [ECHO](#) in all high schools;
- strengthening the principles of equity and [inclusion](#) such as responsive tiered instruction, the [Circle of Courage](#), and [Universal Design](#) into our collective practice;
- co-creating systemic strategies to eliminate the learning gaps related to socio-economic status, race, ethnicity and gender.

STRATEGIC GOAL 1.3

All parents/guardians will demonstrate support for Strategic Priority 1 and contribute to a culture of equity and inclusion in LRSD. We will achieve this by:

- sharing and promoting Strategic Priority 1 with the community to gain their understanding and support;
- ensuring all parents/guardians are welcomed as partners in classrooms, schools, and LRSD;
- involving parents/guardians in a collective and systemic effort to reduce the impact of factors such as complex poverty, racism, prejudice, and physical and mental health challenges on learning and well-becoming.

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DEI & AR in LRSD

- What do they look like when put into practice?
- How do we meaningfully engage with those concepts as leaders to ensure systems change?
- Who determines the efficacy of our strategies?



Our Road Map

1. Policy Development and Review
2. Data Literacy
3. Community Engagement
4. Staff and Student Engagement
5. Leadership Development



Policy Development and Review

- AC - Respect Human Diversity
- ACE - Commitment to Accessibility
- ACH - Diversity, Equity and Inclusion
- IJ - Learning Resources and Materials
- IFC – Commitment to Indigenous Perspectives in Education
- **Passed second reading: Employment Practices**

Data Literacy

You Are Here: [Home](#) > [About Us](#) > [Data Literacy](#) > [Enrolment and Diversity Data Discovery Dashboard](#)

Enrolment and Diversity Data Discovery Dashboard

The Louis Riel School Division's (LRSD) Data Discovery Dashboards allow the public to interact with divisional data. The public-facing web-based tool attempts to make data accessible and understandable to everyone in the LRSD community.

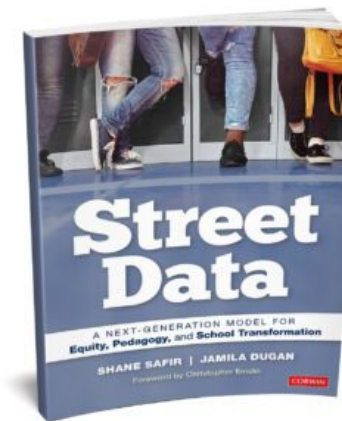
The Enrolment and Diversity Data Dashboard was created by LRSD using Power BI, an analytics application by Microsoft that allows users to create an easy-to-navigate visual display of data. By clicking through the various pages of the report, individuals can explore enrolment and diversity data based on school, gender, student's first language, and more.

The Student Registration Form collects data on identity through self-declaration. Currently, 41 per cent of our students are yet to declare their cultural identities. The division has completed an update to the registration form and launched the **Who Are We?** campaign to encourage families to self-declare their children's identities as part of the **Diversity, Equity, Inclusion and Anti-Racism Initiative**. This will help us become more culturally responsive to the needs of students and continue building an equitable and inclusive community.

Division Enrolment Profile

Click through the data to view enrolment by grade, school, gender, self-declared Indigenous status, cultural identity and student's first language.

- [Enrolment and Diversity Data Discovery Dashboard](#)
- [Student and Staff Ethnocultural Surveys](#)



Community Engagement

- Council of Grandmothers and Grandfathers
- Rene Deleurme Centre
- Newcomer Settlement Supports
- Equity Matters
- Manitoba Islamic Association
- School community engagement



Staff and Student Engagement



Celebrate Everything: Holidays, Celebrations and Days of Recognition

As the Louis Riel School Division works to create a culture of equity and inclusion, it is important that we develop an understanding of the people in our community. One way to do this is through learning about the many celebrations that are often left off of traditional school calendars. This list is by no means exhaustive and if you have information to add, we encourage you to contact us using the [contact form](#). To learn more about how celebrating everything can enhance a sense of belonging, check out this [article](#) by Dr. Abdulrehman, a local psychologist who focuses on diversity and inclusion.

- Indigenous Youth Leadership
- [Youth Summit and Educator's Summit](#)
- Divisional Student Advisory Board
- Virtual Story Time
- Virtual Assemblies
- Employee Affinity Spaces
- "Celebrate Everything" Community Calendar

Leadership Development

- Professional Learning
- Article Studies
- Canadian Centre for Diversity and Inclusion Employer Partner

Professional Learning Journey

The Indigenous Education Team is central to our work around DEI and Anti-Racism. Throughout the 2021-2022 school year, members of LRSD's Leadership Team became students of the Indigenous Education Team. This is in recognition of the important role that leaders play in shifting school and system culture.

The Indigenous Education team left divisional leaders with a Learning Bundle focused on decolonizing education. **Circle and the Box** helped to frame our understanding of privilege, positionality, and power. As one participant reflected, "It is harder for you to see your impact on others and your responsibility towards them when you are only looking forward (when in a box). In a circle, your responsibilities and impact are clearer." **The Blanket Exercise** helped to expose some of the historical truths of colonization. **The Métis Walking Tour** shared important aspects of our local history that are often omitted or ignored. **Land Acknowledgements** challenged us to be purposeful, respectful, and informed when making these statements in our schools and communities. **Positioning Ourselves in Colonialism** led participants to further unpack the way history plays a role in how our present-day schools and society function.

Beyond the learning sessions designed and delivered by the Indigenous Education Team, they also partnered with colleagues in LRSD and outside the division to offer two sessions. **An Introduction to Anti-Racism**, facilitated by Sarah Gazan and Eric Sagenes from the Manitoba Teachers Society, presented an introduction to anti-racism, its history and contemporary contexts, and the way it impacts staff, students and school communities. During **The Ethics of Hospitality through an Anti-Racist Perspective**, Chickadee Richard, one of eight members of the LRSD Indigenous Council of Grandmothers and Grandfathers, and Divisional Principals Ron Cadez and Michelle Jean-Paul joined the Indigenous Education Team alongside three students, Gloria, Frances and Isabelle. Together, they challenged participants to consider the ethic of hospitality when decolonizing educational practices.

The hope is that the learning designed by the Indigenous Education Team continues to inspire leadership to co-design a collective learning journey alongside staff, students and families.



Manitoba

Winnipeg school apologizes for handing out white shirts before Orange Shirt Day



Students at Windsor School will now instead be encouraged to wear orange shirts on Sept. 29

CBC News · Posted: Sep 27, 2022 10:17 PM CDT | Last Updated: September 27, 2022

Trustee makes anti-trans remarks on social media



Local Journalism Initiative Reporter

By: [Maggie Macintosh](#)

Posted: 6:00 AM CDT Tuesday, Jun. 6, 2023

Last Modified: 9:18 AM CDT Tuesday, Jun. 6, 2023 | [Updates](#)

CityNews
Everywhere

News ▾

Watch ▾



Some Winnipeg schools struggle with air conditioning as heat sticks around

Louis Riel School Division releases 2021 report that ended its police program



By: [Maggie Macintosh](#)

Posted: 3:41 PM CDT Friday, Mar. 17, 2023

Last Modified: 4:24 PM CDT Friday, Mar. 17, 2023 | [Updates](#)

Chief slams school division for hiring 'police abolitionist' to review program



By: [Erik Pindera](#)

Posted: 5:39 PM CDT Tuesday, Mar. 21, 2023

DEI & AR in LRSD

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LOUIS RIEL SCHOOL DIVISION

**Diversity, Equity, Inclusion
and Anti-Racism Services**

[Learn more about our DEI & AR Initiatives](#)

Creating a Culture of Diversity, Equity, Inclusion and Anti-Racism

IN THE LOUIS RIEL SCHOOL DIVISION



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**Diversity, Equity, Inclusion
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Articles
People
Learn

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 Louis Riel School Division
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Educational Leader, PhD Candidate, Community Advocate
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1K followers · 500+ connections

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Michelle Jean-Paul
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Public School Educator/PhD Candidate/Community Collaborator/DEI & AR Consultant. Fièremment bilingue. Opinions are my own. she/her.

 Winnipeg, Canada

 equitablesolutions.ca/who-we-are-1

 Joined June 2018

2,140 Following **1,636** Followers

Further Your Learning

[Leading for DE&I While White](#)

[The Anti-Racist Guide to New School Hires](#)

[Trading Baby Steps for Big Equity Leaps](#)

[White Settler Colonialism and the Myth of Meritocracy](#)

[The Empty Chair: Education in an Ethic of Hospitality](#)

[Practices That Help Us Become Anti-Racist](#)

