



Guiding Principles

Anti-Black racism is a systemic problem in education: 0DQ\ VWXGLHV KDYH LGHQWLILHG DQG H[SORUH
DQWL %ODFN UDFLVP ZLWKLQ 2QWDULR V HGXFDWLRQ V\WHP \$QWL %ODFN UDFLVP LV D V\WHP LF SUREOHP LQ WKH
HGXFDWLRQ V\WHP DQG WKURXJKRXW VRFLHW\ DQG KDUP FDQ EH SHUSHXDWHG E\ HYHQ WKH PRVW ZHO

Black parents and communities must be engaged as partners in their child's education: (GXFDWRUV
DQG VFKRRO DGPLQLVWUDWRUV QHHG WR HQJDJH %ODFN SDUHQWV DQG FRPPXQLWLHV WR JDLQ WUXVW DQG FUHDWH D
SRVLWLYH DQG LQFOXVLYH OHDUQLQJ HQYLURQPHQW WKDW VXSSRUW WKH DFDGHPLF DFKLHYHPHQW DQG ZHO EHLQJ RI
%ODFN VWXGHQWV -W LV WKURXJK WKHVH UHODWLRQVKLSV WKDW HGXFDWRUV ZLOO XGHUVDQG ZKHU WKHLU VWXGHQWV
FRPH IURP VR WKDW WKH FDQ FUHDWH D HQYLURQPHQW WKDW LV D SODFH RI YDHW\ IURZWK DQG OHDUQLQJ

Urgent change is needed: 7KLV VWUDWHJ\ ZLOO EH LPSOHPHQWHG ZLWK XUJHQF\ UHFRJQL]LQJ WKDW JHQHUDWLRQ
RI %ODFN VWXGHQWV LQ LQYRU DQG V\WHP FRXQV KDYH HISHULHQFHG DQWL %ODFN UDFLVP LQ HGXFDWLRQ :KLOH
FKDQJH LV KDUG DQG WDNHV WLPH LW LV PRUH OLNHO\ WR EH HPEUDHG E\ VWXGHQWV ZKHQ LW LV WUHDWHG DV D SURRULW
DQG D VHQVH RI XUJHQF\ LV IHOW DW DOO OHYHOV RI WKH %RDUG

Deployment and implementation should be national behaviours: Q RUCHU WR FKDQJH RXWFRPHV IRU %ODFN
VWXGHQWV WKH LGHRORJ\ DQG FRXQV WKDW VXVWDLQ DQWL %ODFN UDFLVP QHHG WR FKDQJH QRW VLPSO\ WKH
EHKDYLRXUV RI LQGLYLGXDOV

The Board will adopt a learning mindset: 7KH %RDUG ZLOO DFW ZLWK
FRXUDJH VXVWDLQHG IREXV DQG HOGXUDQH WR HPEUDH LQRYDWLRQ SHERJOLV WKDW QRW DOO LOI WEDWEYHV LO
WKLV VWUDWHJ\ DOO KDYH WKH OHYHOV LQDEW WKH %RDUG ZLOO DQW D QHUGLQJ LQRYHUWK ZKHQ LQRYHUWK
7KLV VWUDWHJ\ 2XWFRPHV ZLOO EH DVVHVVHG DV WKH VWUDWHJ\ LV EHL
VWUHQV LQ EH DQGHW EHVXUH V KDW WKH LOI WEDWEYHV DQVSLUH DQG VXSSRUW %ODFN VWXGHQWV VXFFHVV

The measures of progress for Black students and staff will be outcomes, not activities:

DFKLHYHPHQW RI %ODFN VWXGHQWV DQG WKH UHSUHVHQWDWLRQ DQG HPEUDHG E\ %ODFN VWDII

Priority 5:

+LUH DQG VXSSRUW PRUH %ODFN VWDII

% O G U D F L O D Q W D I I