



CSBA Anti-Racism Initiative

Project Summary Report Phase 1

1 | Acknowledgement Statement

We supported the Anti-Racism Work Team to develop an Equity, Diversity and Inclusion Acknowledgement Statement that was shared with the Board for their input. The statement defines equity, diversity and inclusion in the context of the K-12 public education system in Canada and lays out a framework that the CSBA intends to follow in its anti-racism and anti-oppression work. The [CSBA Acknowledgement on Equity & Diversity](#) was ratified by the Board on May 27, 2021.

2 | Board Self-Assessment

We developed a self-assessment questionnaire that served as an equity, diversity and inclusion (EDI) guided review of four areas of the CSBA Board areas of practice: governance, finance, communications and human resources. Within each area, feedback was structured in three stages of EDI development: emerging, developing and transforming. Progress through the stages suggests that the CSBA is moving closer to fully integrating equity, diversity and inclusion within its work.

The CSBA Board was asked to complete this self-assessment survey anonymously, and the aggregate results were shared with the Board at a special workshop on May 13, 2021. The Board was led through a guided discussion to capture their reflections and their recommendations for the actions needed to create transformation within the organization.

A [report summarizing the self-assessment results](#) was shared with the CSBA prior to the June 30 special meeting of the CSBA Board.

3 | Policy Review

We undertook a substantive EDI review of CSBA policies. Based on the previous discussions with the Board and their strong desire for creating transformation, our approach followed the Burke-Litwin Causal Model of Organization Performance and Change. In addition to CSBA's policies, we also looked at CSBA's strategic planning documents and evaluated the CSBA in 5 key areas: mission and strategy; leadership and culture; governance and structure; systems, policies and procedures; and management practices.

The findings were first [presented](#) to the Anti-Racism Work Team on June 10, 2021. Following the discussion and given the dense nature of the policy discussion, a parallel engagement via Slido was built into the presentation made to the Board on June 30. The feedback and recommendations received from the Board at the June 30 Special Meeting was incorporated into the final [Policy Review report](#).

4 | Presentation at Congress

The theme of the 2021 CASSA and CSBA Virtual Conference was Equity and Inclusion for Student Well-Being, making it the perfect opportunity for the CSBA to showcase its anti-racism work. In a one-hour session titled, “[Organizational Review through an Anti-Racist Lens](#)” we led the audience through a panel presentation where members of the work team shared their reflections and experiences. The key questions included:

- What was the impetus to begin this work? What were some of the concerns that you had (or still have) as you navigate this work?
- What are the actions that CSBA has taken so far?
- Why did you choose these particular steps?
- How has this recent work changed your practice/thinking?
- Reflecting on your experiences, what would you say to others who are considering taking on anti-racism work in their own jurisdictions?

Additionally, the audience was asked to anonymously identify how they would rank themselves, their Board of Education colleagues and their own organization’s practice in advancing equity, diversity and inclusion. The results will be used to guide CSBA’s next steps in this area.

5 | Recommendations for Phase 2

Based on the work completed to date, we recommend that the CSBA actively pursue actions in the five key areas below to continue its transformation in advancing equity, diversity and inclusion.

1. Review policy recommendations and develop an action plan to implement policy changes.
2. Explore revenue-generating opportunities to offer EDI self-assessments to member Associations and their respective member Boards of Education.
3. Explore opportunities with member Associations to launch a national campaign focused on improving the diversity of locally-elected Boards of Education; this campaign should directly connect EDI outcomes for students to representative elected leadership. This type of campaign has never been done in Canada and fits tightly in the public discourse on race and equity unfolding in the media.
4. Develop online facilitated learning modules for Trustee and Board professional development
5. Explore public or private funding opportunities to adequately resource the aforementioned areas.

Our Appreciation

We would like to thank all the members of the CSBA's Anti-Racism Work team for their dedication, time and efforts to advance this project from inception to completion. Their insightful contributions have shaped this project every step of the way, and their leadership continues to guide the CSBA to meaningfully transform its organizational policies and practices. It has been our honour and privilege to work with you.

- Laurie French - President of the CSBA
- Carolyn Broady - Vice President of the CSBA and VP of the BCSTA
- Patrice Barnes - Durham District School Board
- Renee St. Germain - Director of Languages and Learning, Assembly of First Nations
- Jan Olson - Chief Business Officer at Alberta School Boards Association
- Isabelle Girard - Executive Director of ACEPO - Association of Public School Boards of Ontario
- Nancy Pynchworthy-Lake, Executive Director, CSBA