



Policy II-45 Equity & Inclusive Education

Summary of Stakeholder Feedback

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Introduction

This report summarizes feedback received through the Stakeholder Feedback Process for Policy II-45, Equity and Inclusive Education.

Background

Policy II-45 Equity and Inclusion Education was last reviewed at the Policy Committee Meeting held on February 9, 2021. An additional reference to the Church document – *Nostrae Aetate* was added to the Policy at the subsequent Board meeting on February 16, 2021. Policy II-45 was released for stakeholder feedback between February 16 and March 19, 2021.

Who Responded?

In total, **349 completed responses** were submitted via the online form. The majority of respondents identified as HCDSB parents (65%, n = 227).

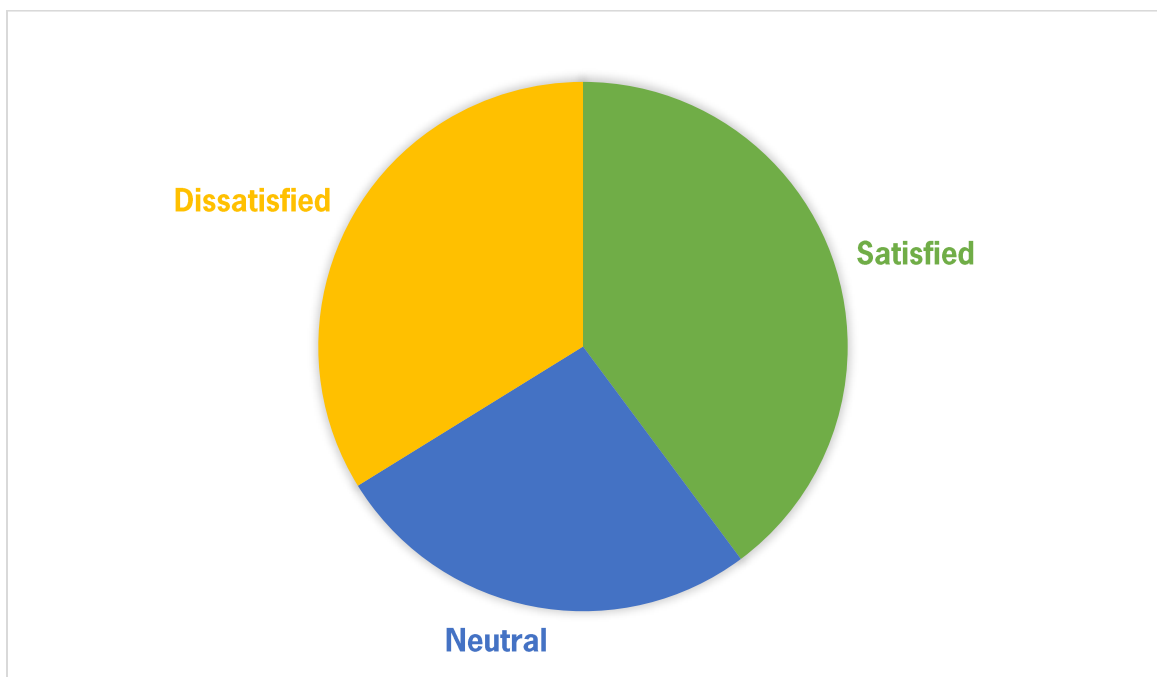
ROLE	COUNT
HCDSB Parent	227
HCDSB Student	78
HCDSB Staff	20
Member of HCDSB Community	9
Parish Member (clergy, parishioner)	9
HCDSB Community Member (ratepayer)	9
President of HCDSB Unionized Employee Group	2

ROLE	COUNT
Trustee	2
Other	2

Level of Satisfaction with Content of Policy

Respondents were asked to rate their level of satisfaction with the proposed changes to Policy II-45.

- **139** respondents indicated they are **satisfied** with the proposed policy changes.
- **92** respondents indicated they are **neutral** about the proposed policy changes.
- **118** respondents indicated they were **dissatisfied** with the proposed policy changes.



Comments Submitted

Respondents were invited to provide comments, questions or suggestions related to the policy changes. **192** comments were submitted.

All responses have been redacted and are listed below.

Comments from Respondents Satisfied with the Changes

Nice.

As an asian student who has only ever attended predominantly white schools apart of the HCDSB district, I acknowledge that some teachers are incapable of providing the support they should to POC students. In elementary school, a white teacher dismissed my concerns over other students saying micro aggressions. This is unacceptable. Teachers apart of the HCDSB district must do work to become ALLYS. If you want to promote equity and diversity, you must become ally's to POC and put in the effort to speak about this with students as well. With the uprise of hate crimes against Asians in Canada and the apparent injustices occurring against black people all around the world, the HCDSB school board has to do EVERYTHING they can to address these topics. We need to make predominantly white schools aware of the self work that must occur. Thanks.

This subject it's very close to home as our family is LGBT and catholic.

No

I would hope this policy is actually enforced. At my school there has been racist comments and both people the victim and the racist person get in trouble. The victim is also invalidated for being upset when it's completely justified. In the future I would like there to be proactive measures so racist students don't act racist and are more appropriately punished instead of it being swept under the rug. Racism and homophobia seems to be on a level normalized which is disgusting.

No

Very good!

Under "Data Collection, Integration and Reporting", it states that "HCDSB supports the need for collecting and analyzing voluntary student demographic data and perceptual data". However, the corresponding sentence about staff does not include the word "voluntary". I think it should. Nobody should be forced to provide demo and perceptual data about themselves. There should be a 'prefer not to answer' option.

Hi hi good morning thank

I am happy you are simplifying it down to "we're all equal in God's eyes" and removing some items that are trying to pander to certain SJW groups. We need to focus that we're all equal, not amplifying that certain groups are different. I say well done!

How do you plan on ensuring diversity among staff working in schools for all roles? Diversity represented in the curriculum is good, but how will it be reflected in the real life interactions the students have with all school staff on a daily basis?

In section 6 there is specific call out of anti-black racism. There should also be a call out for anti-indigenous racism.

No

This policy is necessary for the equality of students and staff, ensuring that all HCDSB students and staff are held in a safe ambience. The policy being made is immensely great.

Go bigger! Go broader! Even more inclusive with more specifics to transgender inclusivity, gay, bisexual, queer and lesbian inclusivity. More inclusive like Jesus taught us.

I believe anti-Asian racism should be highlighted as well. Especially in light of all the hate crimes against Asians that have occurred since the beginning of covid-19.

In the last paragraph of Section 2 "Shared and Committed Leadership", the term "inequitable representation" needs further elaboration. How can the representation be inequitable?

Thank you for the service 🙏🙏

It does not call out students with disabilities and it should

I think it is such an important modification and I believe it requires continuous training for teachers and staff as well as parents and students. We can all do better. The conversation needs to continue and be called out and cannot go unspoken any longer.

I'm not sure how this policy will be implemented successfully. Considering that the people who in charge are bias toward other cultures. Especially black boys.

HCDSB must be inclusive of our entire diverse population we have here in Halton. There should be no room for divisive, altright content in our schools. Board members with altright tendencies should not hold any sway in deciding what our children should be learning in school. Christ is love for all and that is what should be centre in our schools.

In the shared and commuted leadership section Educational Assistants are not listed and are an important part of the school leadership. Additionally- what specific steps will be taken to ensure a commitment to the hiring and mentorship of racialized staff? 90% of staff self-identify as white. 30% (in Oakville- not sure of other cities) of our students are racialized. This is a huge disparity. Some of our students go from K-12 never having a racialized teacher or administrator. What concrete steps in the HCDSB policy will be taken to address this?

No

No

to encourage equity, a conversation about pronouns should be had with all staff. We should also have the conversation with students. Let's celebrate our trans and non binary folks apart of the HCDSB school community.

We need an updated policy ASAP. Please pass this as soon as humanly possible.

I am pleased to see there is open discussion for inclusivity for all. In today's time it is important to embrace and celebrate sexual diversity and to recognize that we are all humans and deserve to learn in a safe environment. It will be important for all HCDSB staff to be role models to the students by demonstrating inclusivity and to stop racial prejudices.

No

Thank you for the opportunity to review and provide feedback. This is not achieved without a lot of hard work, time and commitment by the group of people who put this together. Thank you.

age 5 of 9 states: "HCDSB recognizes the critical role of all leaders including trustees, superintendents, principals, teachers, Designated Early Childhood Educators, Early Childhood Educators..." Designated Early Childhood Educators are the same as Early Childhood Educators and does not need to be repeated. Also, should all school staff be included in this? Educational Assistants? Secretaries? Custodial staff? Library technicians?

Page 5 of 9 states: "HCDSB recognizes that having a diverse teaching workforce is vital to serve the needs of all students and communities within the board. Inequitable representation of historically disadvantaged groups in the workforce can lead to inequities in the educational experience and outcomes for excluded or marginalized students." Does this mean HCDSB will be looking at it's hiring practices and work to hire staff that are representative of the population served?

Page 6 of 9 states: "HCDSB acknowledges the importance of increasing parent engagement in

equity and inclusive

education with a focus on reaching out to parents/guardians who may be disengaged from the education system." What action accompanies this statement, it is great to acknowledge the importance, how will HCDSB work to increase parent engagement in equity and inclusive education?

Page 6 of 9 states: "HCDSB recognizes that strengthening inclusive and culturally responsive and relevant teaching, curriculum, assessment and resources is essential to promoting student achievement and wellbeing and commits to advance culturally responsive and relevant pedagogy." This is so important, thank you for including. How will HCDSB ensure training is rolled out to everyone in a manner that will impact teacher practice?

Page 7 of 9 states: "HCDSB recognizes the need for regular, ongoing training and accessible information on human rights, indigeneity, anti-racism, anti-Black racism, and anti-oppression for staff and students to identify and eliminate systemic barriers and uphold a safe, inclusive and welcoming environment for all stakeholders." YES!!!! Thank you!! And Sita has done amazing work with staff since coming to HCDSB

Data Collection: Thank goodness, we will finally be able to identify where we need to do more work! Thank you for your efforts to support equity and inclusion, and for taking an anti-racist stance.

The changes are very clear and there is less ambiguity with the policy. Good improvements

To add that the board is committed to look for new opportunities for staff to learn about inclusive education and making it mandatory training for all its education workers- modules, PD, mandatory learning courses as part of requirement to be hired and to continue to work for the board. School buildings have mandatory inclusive classrooms for students who need to focus on specific areas of need- learning and therapy sessions.

Elimination of seclusion and detention rooms.

Ongoing commitment with local organizations to build inclusive social programming and classroom learning material.

I applaud the changes and welcome more equitable and inclusive policies and practices in HCDSB.

My suggestion is that our christian and godly values held by the Catholic church must not be compromised. The bible says in Proverbs 22 vs 28 that 'Do not move the ancient boundary stones set by your ancestors'

As Christians, we are to love like GOD but we do not accept sin. rather we pray that the sinful person will change and turn to GOD.

Thank you...glad to see the Catholic Church catching up with the times.

This is definitely a step in the right direction.

Respect for diversity and inclusion is entirely consistent with our Catholic values. The Church teaches that noone should be discriminated against or excluded for who they are. Jesus came to save all humanity, not just those who were members of privileged groups. These changes are consistent with the law and with promoting those values of respect and dignity.

Page 7 should also include the need for training and information on anti-homophobia and anti-

transphobia. Again, ensuring that every student regardless of their sexual orientation or gender identity is respected and included does not undermine Catholic teachings; it affirms them.

Any effort to remove any of the listed grounds of discrimination from the policy should be resisted. I like the inclusion of the words "human rights" which will hopefully lead to more accepting policies, support and tolerance towards staff and students that identify with different genders or are non-binary. I also like the focus on anti-racism education and supports.

I read through everything. The language is laborsome. I am satisfied with what I read.

nope

in the Preamble on page 5 "stakeholders in our Catholic community" the word "Catholic" should be omitted. We should strive to achieve an informed leadership philosophy for our WHOLE community. Not just for the Catholics.

I think it would send a very powerful message if the head of policy resigned their position to give it to a black or Indigenous person.

No

This is a step forward to an inclusive school community

I appreciate the statements around representation amongst school staff and leaders and the recognition that training is important.

I think this new policy should be adopted.

Comments from Respondents Neutral about the Changes

A policy such as this should be reviewed and vetted through an equity and inclusion committee which includes all stakeholders as well as staff members who are of minority backgrounds. Without having such a group vet this and give input you will be missing out on the whole purpose of this policy.

There is racism in the HCDSB. I know teachers who have faced racism and discrimination. The board needs to address the systemic barriers facing students and staff of minority backgrounds. The board needs to put into action a committee to address the barriers and deal with the root of the problem. Without a committee this policy means nothing and racism and discrimination will continue to exist in this board.

I think word choice and change was good, it gets the message across more direct. As long as you start to include things like queer identities, religious minority identities and POC into your curriculum then all is good.

I think that this policy should have been implemented years ago. This was a long time coming, especially since there is a teacher at CTK whom has gone on multiple homophobic rants in religion class on multiple occasions. The fact that he was able to do this and everyone turned a blind eye is fucking appalling and disgusting. Do better HCDSB.

It seems to me that Black History Month is very problematic... if we have a system that is equitable and inclusive we don't need Black History Month... how do you defend Black History Month when you do not have an Indigenous Month or Asian Month, or Hispanic Month or Arab Month... it seems very odd to me that we still have a Black History Month in a very multicultural community... education should be inclusive and recognize the achievements of "women" and people of all backgrounds all year long September to June... the system is so slow to change. Maybe Black History Month is a symptom of guilt or a racist education system or both... I don't know.

I have found that in secondary school many of the religious education teachers are discriminatory towards students. I have heard and experienced teacher discriminating Black and Asian students as well as disrespecting and disregarding students opinions on abortion and mental health. I have had a teacher personally tell me that my feelings of stress are invalid and nothing compared to an adults but I struggle with anxiety. Teachers make students feel as if they are lower than them and although I respect adult authority it is also important that teachers respect their students as both human beings and as people who uphold their own opinions. I don't see how any policy will change this behaviour as these teachers have been reported and nothing was done about their behaviour. Teaching teachers to respect students should be top priority. I go to a school that says it stands for equity but with all honesty they do a crap job of demonstrating that equity in a manner that makes students feel respected and heard. It is this behaviour that led me to stray away from the Catholic faith. The Catholic morals and ethics that I was taught were that the catholic faith is always right and that everyone who doesn't follow it's rules is "wrong" and doesn't hold proper values. This is not equity. It's cutting out entire groups of people because they have a more modern view on life. Because of these things that I was taught I strayed away from the Catholic faith and chose to follow a different spiritual path. A path that allowed me to explore my beliefs and opinions without feeling like I was judge for who I was or what I held as morally and ethically just. Until the school board teaches its staff how to respect its students and their ideas, who they are, and what they stand for, kids will continue to stray away from the faith. I propose that each school should have a mandatory staff meeting educating staff on how to treat their students with respect while still upholding their authority as teachers.

Looks good on paper but as so often happens it's not going to do much, call me a pessimist but if you teach "only Christians get to heaven, every other religion is wrong, if you don't believe what the church says your going to hell and then more opinionated statements from teachers and staff such refusing to use a persons pronouns or their preferred name or saying that "gay people are sinners" then claiming not to discriminate on the basis of gender identity, religion or sexual orientation is impossible.

I'm sorry but that's the truth, the Christian and catholic church have long histories of discrimination and abuse towards other cultures, religions as well as gay and trans people and while I appreciate the gesture it's not going to do much, instead you could try and educate your staff on the issues of these groups instead of just writing rules that say "you can't

discriminate” and my advice: ask the students to educate you on their cultures, their other religions, how their gender identity is expressed and what their sexual orientation means. Because if anyone would know it would be us, so listen

My child hasn't learned a thing about black history month yet his teacher reads the indigenous treat thing everyday to the kids. It blows my mind how school have been throwing black history month under the rug.

N/A

As a Peel teacher, I see the Peel policies take over every other element of teaching. Many/ almost most courses and initiatives are now only abt these policies. While important, they should not replace quality of education, mental health, special education and all the other aspects of education that are equally important.

None

Not at this time

We need an EDI action plan as well, not just a policy!

You need to address discrimination on the basis of “health” as well. As this pandemic has illustrated, there is discrimination against students and staff who have health issues and there will be continued discrimination against students whose families have made certain decisions about their health. Will the HCDSB discriminate against a student or staff member who, for example, is not vaccinated against COVID-19? That needs to be addressed here because health discrimination exists and it will get worse. We cannot have a truly inclusive society without addressing this. Please add The following word to this paragraph:

Both in its content and methodology, inclusive curriculum seeks to recognize our commitment to Catholic values and to affirm the life experiences of all students, regardless of race and ethnicity, gender, place of origin, religion, cultural and linguistic background, social, HEALTH and economic status, sexual orientation, age, and ability/disability.

Can we focus on Covid please?

“HCDSB recognizes the need for regular, ongoing training and accessible information on human rights, indigeneity, anti-racism, anti-Black racism, and anti-oppression for staff and students to identify and eliminate systemic barriers and uphold a safe, inclusive and welcoming environment for all stakeholders.”

Why does “ anti-Black racism” follow “ anti-racism” in the above excerpt? ...I think the English language would dictate that the term “anti-racism” includes “anti-Black racism”... Why is this additional term “Black” stipulated if it blatantly includes it by the definition of “anti-racism”

alone? There is no need to separate people more by adding unnecessary words that provide no additional 'value' to the purpose of inclusion.

Hello,

My name is [REDACTED] and I am a parent of two children in the HDCSB. My children, [REDACTED] are currently in grade 3 and Kindergarten. My daughter [REDACTED] has always struggled in school and without the commitment of my wife and I and working with Kumon she never would have be able to keep up with her classmates.

We have asked a number of times to hold [REDACTED] back a grade but apparently that was not an option. I really feel our current system is failing our kids. For example, If [REDACTED] receives a 60 in math and her classmate receives a 90....they both pass and move onto the next grade. Hannah at this point is expected to learn new material when she has not even mastered the original material.

There should simply be a "Level 1" math and a Level 2 math etc and fit the kids in accordingly. Saying this, [REDACTED] tried to switch to French Immersion and was simply not ready. At this point she is unable to return to that school for they can only start in Grade 2 as you know. The school board has already made a life decision for my daughter. We do not move to the yellow belt in martial arts until the white is mastered as we do not move to grade 3 music levels until we master grade 2. This system seems to make sense in many aspects in life except the current educational system

I am currently a firefighter and teach firefighting at the college level for students that are thinking about a career in firefighting. Every semester there is a handful of students that leave the program because they cannot read or write properly. They were pushed through the system and we as a society have let them down. It breaks my heart knowing that all these kids probably needed was a little more time to learn the basics. The Kumon system I feel is brilliant. It works on mastering a certain level then moving on to the next. We should not have to put out kids into these outside schools for they spend 8 hours a day at HDCSB. I feel for students who do not have the resources or money to put their kids in these classes. These outside schools are full for a reason. I know this note is not really related to the subject at hand but thank you for reading.

Regards.

[REDACTED]

[REDACTED]

[REDACTED]

Please feel free to contact me

I think you have to actually fully commit to truly fostering a welcoming and inclusive environment. My children go to St. Luke's and there is nothing welcoming about the school and there is very little feelings of community. The teachers only teach and welcome the

students of their choosing. So inclusivity also means to include all students and all the different ways that they learn. As educators, you do not get to ignore and publicly shame the students (yes the teachers at St. Luke's publicly shame and it was considered to be an appropriate teaching tool as 2 teachers told me. I can only assume this directive came from their leadership/principal) who learn differently and need additional guidance . That is not professional conduct and it certainly is not in line with your catholic teachings. It has to be for everyone - it is an all or nothing option.

HCDSB has definitely lost their way and if you are not careful, you may find yourselves struggling to stay relevant

You need to lead from the front and remember that you are here for the children, ALL OF THE CHILDREN.

In section 4. Inclusive Curriculum and Assessment Practices.

Although I agree with most of the content, there are nuances that appear to completely miss the mark.

The 2 line: "Students' voice is fundamental in the planning for instruction and the accuracy of assessment."

...states that "students' voice is fundamental in the... accuracy of assessment"

This is false.

The teachers' assessment is "fundamental" and is a representation of "student academic achievement in relation to the curriculum".

In other words, if the student completes 50% of an exam, they will achieve no more than 50% of the grade - as assessed by the teacher. "student's voice" - for example: a remark along the lines of "I think I achieved 90% on that exam" should have nearly zero influence on the deterministic grading process.....

To reiterate: students' voice is not a parameter in the grading process... ie "assessment".

The policy must be grounded on "fact" and "objective assessment"... not based on "subjectivity" and "opinion", and MOST certainly not the opinion of a student that may "cry wolf" when they realize that their sub-par assessment outcome - regardless of reason - whether lack of effort, or lack of ability. This is especially important when taking into consideration the fact that: 1. students <18yrs of age are the legal responsibility of their parents or guardians, and hence can not self-assess, and 2. self-assessment has never in the history of time, resulted in a fair and objective outcome when compared to peers.

can you summarize what the changes are? I'm a bit confused, i was able to read something about professional learning and i think this is the right step i think

Perhaps add Educational Assistants to the following paragraph:

HCDSB recognizes the critical role of all leaders including trustees, superintendents, principals, teachers, Designated Early Childhood Educators, Early Childhood Educators, Child and Youth Counsellors, Social Workers, in fostering inclusive, safe and welcoming learning environments and upholding human rights

A recent google search of Smart School Councils revealed some simple ways to improve student voice. Perhaps explore and consider ways to do this in HCDSB?

I don't see how we can maintain a proper Catholic education while fostering fallacies in contradiction of Catholic teachings. By promoting and celebrating things such as "gender identity", "gender expression", and "sexual orientation", Catholicism is being removed and secular ideology is replacing it. Soon there will only be one public school board system and no choice for parents looking for a more morally balanced education for their children.

If it ain't broke, don't fix it.

As an adult who was an elementary and high school HCDSB student, being gay in a system which failed to recognize my worth as a human, and did not protect me when I needed it most, has had a lasting impact on me. Religious values and broader human rights do not need to conflict, and everything should be done to include, support, and protect all students. If the publicly funding Catholic Education system intends to stay relevant, and is interested in ensuring its continued existent, there cannot be a compromise. Honour and respect all people, without qualifying it with explanations and connections to Catholic teachings. No explanation is needed, if the true intent is there.

no

The policy is a good start but ACTION must begin. It's time to talk to about white privilege amongst the HCDSB board.

I think that the elementary school history classes should include more about black history as it is it is not addressed enough in history classrooms.

You might consider being explicit about better supporting student pathway choices for all, especially those that are underserved.

Using an equity lens in the classroom is important, but it works in tandem with an examination of all pathway practices too (A few examples: abolish grade 8 teacher recommendation form,

focus on pathways rather than perceived ability in conversations re: streaming and course selection).

No

why under "Principles" section 6 are you identifying a specific race ? "anti-Black racism"

maybe grade 12s should have an actual graduation and not a virtual one because all grade 12s are upset and want to cry

None.

I understand HCDSB should promote an environment free of discrimination but we have to keep in mind that our catholic values already include the respect and love for others. Also, it is one thing to accept and don't discriminate people because of their sexual identity or orientation but this shouldn't be translated in providing unnecessary information to the kids, nor to promote these situations.

Is there unconscious bias training and or learning for staff and students.

This document is thorough for the well intentioned mandate it desires to achieve. Without being accompanied by the specifics of how/what these policies will appear practically however, it is hard to render an opinion, other than the spirit of it appears well informed. The actual application is as equally important to understand.

While you do have policies in place for inclusiveness and discrimination, there are incidents where students are disrespected. About 2 years ago, my granddaughter who attended a Catholic High School in Caledon told me a short form response that was made from a teacher to a student. I did not know what the short form meant. When my granddaughter told me, I was absolutely shocked. It was a derogatory term spoken to a student when she asked how her team did on their drama presentation. In Burlington, I asked a teacher if there are Catholic teachers saying this short form response to students and she responded 'Yes'. I am shocked that this continues in a Catholic atmosphere. Is not the policies for inclusiveness and discrimination not include respect? Maybe education is needed not only for the teachers, the principals too. I'm not sure if this happens in every school. When I hear one teacher saying that it does happen with some teachers, it is one too many and should not be tolerated.

Page 3:

What is the Halton Catholic's position on Diversity in the Definition list. Particularly to gender identity and sexual orientation.

Religious Accommodation. What does the following sentence mean: "students and employees who wish to observe the tenets or practices of their faith". How would this apply to a Catholic board?

Page 4:

Principles

identifies and eliminates barriers. What type of barriers would a student or staff have with a Catholic board?

involves the broad community. What does this mean? Specifically.

Page 5:

Preamble

"HCDSB recognizes that having a diverse teaching workforce is vital to serve the needs of all students and communities within the board. Inequitable representation of historically disadvantaged groups in the workforce can lead to inequities in the educational experience and outcomes for excluded or marginalized students."

Are we choosing the Top 10? Or, are we choosing from the Top 50; it just depends how you look.

What does this really mean?

Page 6:

"The BoardHCDSB will identify, examine, and remove any barriers that exist, preventing full participatory school-community relations including obstacles associated with any systemic discrimination."

Please tell me what kind of systemic discrimination currently exists, or has existed.

Inclusive Curriculum and Assessment Practices:

Preamble:

"Both in its content and methodology, inclusive curriculum seeks to recognize our commitment

to Catholic values and to affirm the life experiences of all students, regardless of race and ethnicity, gender, place of origin, religion, cultural and linguistic background, social and economic status, sexual orientation, age, and ability/disability."

Why is religion in the list of affirmations?

"Mission Statement:

The BoardHCDSB is committed to implementing an inclusive curriculum based on Catholic values and to reviewing resources, instruction, and assessment and evaluation practices in order to identify and address discriminatory biases so that each student may maximize her or his learning potential."

Please provide insight on where there were discriminatory biases in the past.

Page 7:

"Committed to the mission of the Church, the BoardHCDSB provides a learning and working environment in which all individuals are treated with respect and dignity regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability, in accordance with the Ontario Human Rights Code and Ministry Policy/Program Memorandum No. 108."

Why is creed in this list?

"Mission Statement:

The BoardHCDSB is committed to the values of freedom of religion and freedom from discriminatory or harassing behaviour based on religion and will take all reasonable steps to provide religious accommodations within the legal rights afforded to the Catholic school system."

Why are there religious accommodations in a Catholic school system?

"HCDSB recognizes the need for regular, ongoing training and accessible information on human rights, indigeneity, anti-racism, anti-Black racism, and anti-oppression for staff and students to identify and eliminate systemic barriers and uphold a safe, inclusive and welcoming environment for all stakeholders."

What is the difference between anti-racism and anti-black racism.
Why would our Teachers and staff need to learn about anti-oppression? Where does this currently exist in the HCDSB?

Page 8:
Data Collection, Integration and Reporting

How does demographic data relate to suspensions and expulsions?

I submitted several questions. Although, they will be shared internally, I would like answers to the questions I provided.

May someone respond to my questions. Thank You.
anthony@anthonyparazo.com

No

There remains a bias in the system for parents of multiples who enter the lottery for French Immersion. The odds of getting more than one child into the program on year 1 are very low. Not only does this discourage parents of multiples from trying to access French-language education for their children but it causes families a lot of stress and heartache while trying to get the second child (or more) in if the first gets in. They should be automatically linked, if one gets a spot, the other(s) should as well.

I would like to see more specific language about the commitment and actions of HDCSB in reconciliation and the Truth and Reconciliation Commission's Calls to Action.

"Indigeneity" should be capitalized.

God first.
Politics last.
It takes strength to stand against cancel culture and woke society.
WWJD?

The Board must remember that we are a Catholic board, and that all policies and practices must be viewed through a Catholic lens.

I am a teacher in the the Halton Catholic School Board. While I approve of these changes, I would like to see other forms of discrimination addressed, such as medical discrimination. This

is one of the biggest issues today with COVID-19 and it will only get worse. If I decline to take a COVID-19 vaccine for personal or medical reasons, will I face discrimination in my job? Will I be treated differently? Will non-vaccinated students be treated differently? This type of discrimination needs to be addressed in the document, as it will be a growing problem in the future. Thank you.

The policy changes are effective and necessary to help provide a better school environment for all those who attend HCDSB schools. However, it has come to my attention, time and time again, that this school board still has a lot of progress to make in terms of actions. In order to have a policy that people can rely on, it is necessary for the actions associated with said policy to occur. Simply, the policy must be enforced in all areas– even other sections of board policy. This policy was last reviewed in 2019 and my only hope for the future is that the board will not only review its policy, but also review the experiences and steps taken forward from its last adaptation.

I would say it should be of all persons (staff and students). Students should also see themselves represented in the loving adults who surround them –right now HCDSB does not reflect this as much as it could.

This is encouraging to see this policy and the revisions. It seems to be written in the spirit of recognizing that it is not simply a tokenistic effort to accommodate people who identify with marginalized communities, but that institutionally based education, representation, and a commitment to addressing the discrimination against these communities creates a more sustainable and comprehensive step toward an inclusive and equitable community as a whole. As a family who identifies with a marginalized group, this is vital to our well-being and we have been please with our school thus far. Here are some additional thoughts:

- Broadening the definition of systemic racism to something beyond how it manifests institutionally in the Board, will also complement the section on community partners, in that the Board should reflect a commitment to challenging community partners to uphold the same values around diversity, namely police and CAS, as well as any charitable organizations that are endorsed.
- Socio-economic status/ class discrimination could be addressed in more spaces where other types of discrimination are listed.
- some contextual clarity on "freedom of religion" may be helpful in understanding if it pertains to simply protection of Catholic values, or respect for all religions and an effort to collaborate where necessary or helpful.
- in terms of data collection, while demographic data collection is quite useful, many marginalized communities have faced dire consequences in being identified so this can engender some fear or hesitancy, so changing the language to reflect that it is extremely important and helpful, rather than imperative, might be helpful. In other words, focusing more on the benefits of it, rather than giving the impression that it is crucial for success in creating an equitable environment.

- Lastly, it would be helpful to make clearer somehow, the commitment to deconstructing systems of privilege, and microaggressions. A lot of discrimination comes from simple ignorance from not only other students, but sometimes assignments that while meaning well, might inadvertently send messages that are not inclusive. This is the layer between equity and bullying, that is often not addressed but can reinforce discriminatory and damaging messages that affect student's (and/ or teacher's) self-worth.

Comments from Respondents Dissatisfied with the Changes

I do not think it goes far enough in supporting equity based on gender, gender identification, or sexual orientation. Also, there are many other support professional that should be listed in the preamble that impact this work.

The policy talks about diversity training but does not provide much content how this training will be delivered through a catholic lens. His type of training should be delivered by a priest not an "equity specialist". Stop focusing on "systemic barriers" that are not definable. If there is a specific barrier you should call it out.

uniforms are a pain. y'all teach us that we're all different and "unique" and what not and then force us into some awful uniforms some people find dressing up to school as a way to express themselves. just hopefully y'all take away uniforms again.

"As mandated by the Anti-Racism Act 2017, HCDSB commits to student demographic data collection to identify and eliminate disproportionalities and disparities in student achievement and wellbeing (e.g. graduation, suspensions and expulsions, program enrolment)."

I am EXTREMELY concerned with the abject RACIST language that is documented and implemented as part of this policy. We are all EQUAL under God. To suggest that race and gender identity should play a part in student achievement and how discipline is administered within the school is outrageous and overtly racist in design and intent. I am a Canadian. WE do not believe in racism. WE believe in offering the SAME and EQUAL treatment and opportunity to ALL regardless of the colour of their skin or their gender identity. To suggest that you will somehow 'eliminate disparities in student achievement' based on anything besides STUDENT PERFORMANCE is racist and abhorrent to what we stand for as a society.

You should spend more time and effort in improving the level of education and attract more new students to the schools by offering different programs that will give them tools for their future education.

There is no need to change the language. Although inclusivity and equity are important, it must not be at the expense of our Catholic, biblical values. For example LGBTQ should not be taught in the Catholic school system.

No need to change the policy if everybody acts like real Catholics

I don't believe religious accommodations should be made. Why are you sending your child to separate school if only to be treated different? A non-secular environment would be a better fit.

The use of the word "systemic" is overwhelmingly used in main stream media in an attempt to qualify inequality and create ambiguity within institutions such as the Catholic church or group or Christian believers. By virtues of our faith we are inclusive and the teachings should reflect inclusivity by quantitative measure. My household is aware and appreciate the the diverse cultures customs thoughts feelings of the world and the cultural mosaic which we are blessed to be a part of in Canada. I feel that in order to protect and preserve the values in our catholic school system we must be very prescriptive and accountable with the language in our policies and beliefs while also aligning with Ontario's human rights code. The updates in the recent equity and inclusion are neither prescriptive or accountable in my opinion and only seek to have less clarity and add confusion and ambiguity. Curriculum should be defensible and robust leaving and I feel the language in the updated document leads to opportunity and likely hood to drown out the Catholic message we so desperately need to hold on to while the world strays from Christian values and beliefs. It is with great concern I reach out with my message. We, as so many others in what is likely a silent majority do not wish for our children to be exposed to the 1% of the population's secular outlook on life and values. Only to have our children perceive these values as a majority representation of how they should learn think feel and interact with others. All policies, curriculum missions and goals of the HCDSB should be reflected by the quantification and value of the messaging.

We thank you for taking the time to read this. We appreciate and understand the overwhelming pressure to have equal representation in the in outcome despite inequalities in representation from your demographic of families.

Am not able to view it, the link doesnt work. Please resend. Thanks

The current thrust of the anti-racist movement appears to advocate racism, as evidenced by the teachings of Robin DiAngelo and most recently Coca Cola's diversity, equity and inclusion program which advocated that white employees be "less white." I believe in the credo put forward by Dr Martin Luther King Jr, where he imagined a world not obsessed by race but rather one that approached and interacted with individuals as individuals. I suggest that the board research the philosophical premise that Critical Race Theory is rooted in and also familiarize themselves with the theory itself before advocating its method, tools and sensibilities. For as one advocate of Critical Race Theory expressed its modus operandi is to solve past discrimination with present discrimination and present discrimination with future discrimination. This does not reflect the Christian principle of the Golden Rule in any shape or form.

Your policy in Equity suggests that any unequal outcome will be now judged through a racial lens. Does this mean that things such as suspensions will be judged not by the offending behaviour but rather by the group that the individual belongs to. Does this include, then, that you will ensure an equal number of girls are suspended as boys and that any unequal result in this area will suggest systemic sexism against boys? Do the systemic barriers that you refer to involve objective standards of say, right or wrong answers in math, and that since they may result in unequal group outcomes that now standards of right and wrong answers will be deemed artifacts of western culture and so items of systemic racism.

Will equal opportunity be abandoned to ensure equal outcome? Have you thought of the long reaching results of what you are promoting? Will the Catholic Faith be promoted as simply another choice amongst a myriad of religions and that Jesus Christ has no preeminence over other divine personages or Godheads?

Your document does not inform parents of where the logic will take the education you offer to our children. Furthermore, since politics are involved in such a perspective, how will you ensure that you will keep political bias out of the classroom? Will students be taught how to acquire knowledge in order to empower them to believe in their own independent judgment or will the New curriculum be invested in telling them what to think and, instead of teaching them to reach their full potential, rather feel guilty for any result that testifies to their ability to excel?

As Christians the greatest resource we have is the bible: It was the guiding philosophy behind such things as William Wilberforce's crusade to abolish slavery and was the catalyst behind the teachings of Dr Martin Luther King jr. As always it takes courage to promote the bible and make an investment in its principles but, I suggest, that abandoning it as your foundational philosophy will take you in the opposite direction that you intend on going.

Not sure if this is the forum to express my feedback in the matter, but to be truly inclusive and commit to the proposed changes the staffing composition needs to reflect what's been proposed in the policy. " Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honored and all individuals are respected" This can't be the case when there are no teachers, educators or members of the board that look as diverse as the population the schools are located. Executive teams at the school board level, as well as the local school levels should embody what the policy states.

In order to look at the data collected from an equity and inclusion lens, those that collect and disseminate the data should also be from equity seeking groups. Information cannot be accurate if it does not include the people that look like those who are disproportionately affected by systemic policies.

"Anti-racism, anti-Black racism" . Why is anti black racism mentioned separately ? Doesn't anti-racism term include all forms of racism?

The term equity is scary

Gender identity theory goes against the teaching of the Catholic Faith. Approving this language in our policy works against our Catholic identity. You all approve these changes without knowing seriously considering what harm this will do to the Catholic families who are supposed to trust in the system. To be holy means to be set apart. We are no different than the public board which accepts what society wants, not what God wants. Such a disappointment

There are only 2 genders- male and female. People who are "transgender" are mentally ill. The progressives of this world are trying to normalize transgender and abortion- this is totally against the teachings of The Catholic and Christian Faith. May God have mercy on us all on Judgement Day for what we have done to this world!

With these changes to the policy it's clear which direction the board is going.

Although the changes appear to be well intended, I feel the education system is failing in every aspect and the changes are only going to hurt our children and society in the future.

The changes do not sufficiently reflect the catholic teachings that set our Board apart as being Catholic. For example, 'human rights' must specifically include all human beings from conception to natural death.

The changes implies that before, Catholic values and principals were wrong and they are "right" now because they match the Ontario Human Rights Code.

If that is what the trustees want why don't we change the board name from HCDSB to HLGTSB so the trustees' "sponsors" are even more satisfied.

I am so upset!

I am aBlack parent of a Black child. While I fully support anti black racism in the board it should be under the anti racist category and not it's own category. It makes my family feel like we are being singled out and spotlighted like we are beneath all others and have to be helped with extra support ergo we need a separate category. Our ancestors fought to be included not segregated. I fully support the need for anti racism training bc many other races have been enslaved for years equal to my race and therefore your focus should be on inclusion for all not just one at a time because that approach is how you build divide and resentment towards some groups and it creates more hate. In addition, focusing on one at a time takes a glacial time frame to teach anti racism if you go one by one when you ultimately are trying to achieve the same end goal for each. Stick to framework of catholic teaching which supports being a good person and showing respect to ALL. Do not make the problems worse by focusing one at a time bc it gives my child the feeling like " hey kids today we are going to learn and read about X" and then everyone turns and looks at the black child. Time is sensitive and kids need to be taught inclusion towards all as fast as possible. I would like to think Jesus would build a table long enough for everyone instead of building a small table and then adding one chair at a time after they convince everyone already sitting at the table that they should include the next individual and then convince everyone they should include they next individual and taking years to rinse repeat.

School board initiatives usually take an inappropriately long time to fully implement already and then they move on to the next hot topic every 5 cycle - embed racism training for all races not just one at a time.

I'm totally against this solution looking for a problem. The current system and policies are more than adequate to promote diversity and equality of opportunity etc. Advancing the issue further using scientifically unsupported ideas such as unconscious bias or that racism is a significant problem in our Catholic schools etc is amateurish at best and sinister at worst. Where are the stats??

Treating others with love and dignity is what our faith is partly based upon, the other is to love and serve God. There is no need to change this. The system and our beliefs are working very well for everyone. And if it's not, there are already policies that will make it work well for anyone facing a problem.

A lengthy document written by lawyers for lawyers. In the goal of accountability and transparency why is it not definitive how this will be implemented by the Catholic board. While religious accommodation is cited how will it be applied? Concepts of gender identity & expression and tenets of Catholic faith in themselves do not lend themselves to inclusivity of all those beliefs. The Principals cited in the biblical reference of Genesis 1:27 would be counter to the concept of gender identity & expression. The inclusion of one would be the discrimination of the other. It would be imperative to uphold biblical truths over government/ state law. If we are not bold on the pursuits of God and His kingdom we are falling short of His purpose of our faith community

On page 4, point 2. (Blue paragraph) - include the role of the SERT. Remove “upholding human rights” - what does that even mean? (How is any one of these individuals supposed to be evaluated on whether or not they “uphold human rights”).

What about the kids/older students and the parents themselves - they are shared partners in Catholic education, therefore, when writing an “inclusive” document, these stakeholders should be included in “shared and committed leadership”.

The 2nd blue statement - the entire second statement must be removed. How do you define “historically disadvantaged groups” - how far back does history go? Where is the proof that this supposition “leads to inequities in educational experience and outcomes”? What is the definition of an “excluded student”? What is the definition of a “marginalized student”? In an “inclusive policy” why are only “marginalized students” listed as having inequities in the educational experience and outcomes.

Also, in the preceding sentence, it lists “the board” when all throughout the document “the Board” is crossed out and “HCDSB” is written in blue instead.

Page 6 - First paragraph in blue. This paragraph is highly biased; why must there be a “focus on reaching out” to disengaged parents? Where is the focus on engaging with parent’s with *children’s Catholic education* as the top-of-mind focus?

Page 7 - last paragraph. This paragraph also demonstrates problematic bias. Only certain human rights and “categories” of thought/social constructs are included. What is most troubling is that a document titled “equity and inclusive education policy” does NOT list the words * “equity, inclusive, catholic education” * for “all, staff, students, and stakeholders” to identify and eliminate systemic barriers and uphold a safe, inclusive and welcoming “catholic education” environment for all stakeholders. As is, this statement demonstrates the bias of the author(s) and almost appears as though it was cut-and-paste from another organization - and not one where an inclusive, equitable and safe catholic education for students was top-of-mind.

Page 9 - Blue text - There are many problematic aspects to this paragraph. Definitions and explanations are necessary. For example, what is “perceptual data” - I have never heard of this concept before. Who will collect data and how will analyze and interpret the data? Where is the statement that sound statistical methods will be utilized based on the scientific method? Causation cannot often be implied from simple data collection. How do we ensure that simple correlations will not be misconstrued from an interpretation and reporting standpoint? Just because there is data collection and an attempt at outcome measurement how do we ensure validity to just HCDSB demographics? Who will monitor that evidence-based decision making is occurring based on proper statistical methods (i.e. only statistically significant causation data rather than over-exaggerated correlations or worse, false science based on data manipulation?). Who will audit data collection, analyzing, and decision-making to ensure interpretation is free from bias?

The last paragraph (page 9, in blue) needs to be struck. This entire paragraph is completely laced in bias and unrepresentative of truthful and accurate statistical methodology. Collecting data from surveys and research should be based on randomization and unbiased study design and free-will participation. By forcing the hunt for a set number of respondents that fit a preconceived “equity and

inclusion lens” “from diverse communities” (whatever that means for whoever authored this document) leads to nothing less than the biased massaging of data. Such data collection and reporting would be biased, would not stand peer-reviewed study design and methodology and appears to have the soul view of pushing a singular agenda, leading to misinformed, biased messaging/reporting.

Growth in Catholic faith should be the main goal for the Catholic system. Including “other” believes will result the end of our credo and will little by little no more catholic education provided!

A-lot of bias in the blue text and not enough emphasis on the catholic education of children.

The blue text needs a-lot of work to be less ambiguous. The document needs a glossary of all terms to be meaningful to the reader.

The blue paragraph on the last page is blatantly biased toward some groups. Data massaging to ensure participation from certain groups and then call it “an equity and inclusion lens” - how insulting. You can't force respondents to participate in a survey and then call that statistically sound methods. Retake stats 100 and look up randomization, correlation and cause and effect.

This document needs a lot more work.

Including the definition of diversity (which mentions gender identity) and changing the language to include words like 'equality and inclusion' sounds like we are allowing our Catholic identity to slip away as we follow the trends of the current secular culture and the LGBTQ agenda.

I am afraid and disappointed that the catholic values on this policy are trying to be violated and undermine. Will pray harder, so the true catholics will prevail!

You removed word discrimination and replaced it with barieres. You removed cultural and racial discrimination, and now all of a sudden the policy doesn't hold hcsb accountable for ensuring our students are not bullied or discriminated against color , race, culture and much more.

Canadian law identifies behaviors associated with word - discrimination, bullying.

Removing barriers is not the same as removing discrimination.

I am extremely dissatisfied with term replacements in this new policy and consider it unacceptable.

As part of a catholic community, catholic family, and as a catholic person, I believe that the HCDSB has to focus in relevant things, ours kids learn more with the example that they see from his parents, teachers and friends.

Why do you expend time changing a policy? when in your hands you have more important things to do for the HCDSB, you need to find the way to work close to the parents in order to raise good people, with values, respect and faith. People who love each other, following Jesus and having to God as a guide in their decisions.

Don't waist your time in a policy that nobody will read and follow, that not add value at all.

This is not about Equity and education. This is pro-LGBT changes and goes against the Catholic principles and against the Bible.

Shame on the board for doing such an offensive exercise that will benefit few and upset many.

Please add medical discrimination to this policy. HCDSB trustees, teachers and staff are openly discriminating against children who have valid medical exemptions for mask-wearing. Please stop these discriminatory practices by adding medical discrimination to the policy. Thank you

My perspective on these changes is that HCDSB should consider its overall goals and unique purpose in delivering Catholic education. The changes seem to indicate a shift in direction that leaves parents wondering why they would continue supporting a separate Catholic system that is no longer a place to reinforce Catholic values.

YOU GOT TO BE KIDDING??? WHY DON'T YOU PEOPLE PUT MORE TIME AND EFFORT IN EDUCATION INSTEAD OF RUINING THE LAST THREAD OF HOPE IN OUR ALREADY DIMINISHING CATHOLIC WAYS. THIS IS UNBELIEVABLE!!! HOW MUCH TAX PAYER'S MONEY DID YOU WASTE TO COME UP WITH THIS(YOU MUST BE LIBERALS)? WHY DON'T YOU DEGENERATES PAY ATTENTION TO OUR ALREADY EMBARRASSING CURRICULUM!! CANADA'S EDUCATION IS SO FAR BEHIND OTHER COUNTRIES IN THE WORLD AND ALL YOU PEOPLE WORRY ABOUT IS ACCOMMODATING OTHER DENOMINATIONS!! WHY DON'T YOU PEOPLE GO TO A "MUSLIM BOARD" OR ANY OTHER DENOMINATION AND ASK FOR ALL INCLUSIVE ACCOMMODATION'S!!!! BETTER EVEN STOP REFERRING YOURSELVES AS "HCDSB". THAT DETERIORATING EDUCATION ENTITY IS CALLED "PUBLIC DISTRICT SCHOOL BOARD"! WHAT NEXT??? NO NATIONAL ANTHEM OR NO LONGER REFERRING TO CHRISTMAS!!! YOU PEOPLE ARE PATHETIC.!!!! THIS IS GONE TO FAR!!!!

You liberal minded anti Catholics. Don't get confused with love one another- yes, with it's alright that everything goes- no. Love the homosexual and others struggling with gender, adulterers, sinners we all are, but hate the sin. To act on you homosexuality or to act against your neighbour is a sin. Don't get confused. It's not ok to act. To teach in the catholic schools that sin is ok is against doctrine of the faith and against the teachings of Jesus. Out of curiosity, on this board, who is the one who goes to church regularly and who says the Rosary daily? When you do those two things then you can make policy in accordance with the catechism of the Catholic Church. Have any of you read our catholic rules? Read first please before you anti Catholics make policy on our youth. You're clearly not qualified.

I would like to understand what institutional and systemic barriers exist today that the HDCSB believes this policy will alleviate.

Bring inclusive and equity policies up to date. You are eroding the barely hanging on catholic system! If it does go private so you can continue to be homophobic and narrow minded very very few parents would actually pay a fee to attend. Shameful and embarrassing behaviours by trustees who are still backwards in their thinking!

I think that new amended policy was already meant to be decided to be approved no matter what feedback will be just as fraudulent election became common in the world and the elected candidate has been already decided no matter whom voters elect. Please don't do this meaningless feedback. Thank you.

Keep the catholic faith on how it is. If we were to go to a Muslim school, would they change their curriculum to accommodate Catholics?

If the HCDSB wants to be truly inclusive, it's board and trustees need to be less white. I ask that [REDACTED] give up her job to a black person. Let's start there.

When has Catholic education not been inclusive? It appears you are just pandering to social pressures caused by media hype from recent events. Please focus on real issues - i.e the pursuit of education and truth. A complete waste of time and resources.

In Definitions, why isn't "gender, gender identity" and "sex, sexual orientation" grouped together. Although Catholics should find these abhorrent to the faith and natural law, the separation of like these terms appears to be purposeful and sneaky.

The application of the definition Diversity, specifically "gender identity and sexual orientation" with "intellectual ability" with 2. "HCDSB recognizes that having a diverse teaching workforce is vital to serve the needs of all students and communities within the board." enables or even compels HCDSB to hire a homosexual and/or opposite gender identifying individual who is of less intellectual ability than a "normal" candidate. This is very, very disturbing.

In 6. doesn't "anti-racism" encompass "anti-Black racism"? Alternatively, If anti-Black racism should be specified, then anti-Brown, anti-Yellow, and anti-White must also be included.

We need to much much more around inclusion, anti-racism, LGBT.

As someone who is in the heart of secondary school, you may be shocked to hear that there is very little discrimination exchanged by fellow students or myself. I do believe that this is an important topic to discuss as a community, yet I feel that the insertion of it is too strong and makes people ironically more willing to degrade others than to end discrimination. the current implementation of this policy seems not to give equal opportunities to everyone, but rather an advantage to those that proclaim to defy the norms of "gender". If this policy continues to have a presence, it is recommended by myself, and many of my peers, that it is more subtle and truly equal.

Thank you for requesting feedback on your Policy # II-45. As devout Catholics, we should be leaders in the world on matters concerning human rights and dignity. Jesus taught us how we must treat and love our neighbors. The intentions behind Policy # II-45 are sound, and in-line with Jesus' ministry. However, I firmly believe that there are some faults with the Ministry of Education's guidelines, and by following these guidelines the HCDSB will be straying away from Catholic doctrine. As stated in the book of Revelation, we must be cautious not to be deceived by Lucifer or follow his false lights. "For false christs and false prophets will arise and perform great signs and wonders, so as to lead astray, if possible, even the elect (Matthew 24:24)" So please be cautious when complying with Ministry recommendations, since they are not a faith based organization and have their own motives, which may not be in tune with God.

Let me summarize my stance by making two statements:

1. In order to protect the Catholic faith, some form of religious discrimination is necessary, which is exclusive, not inclusive.

2. Religious diversity is only tolerated when it does not undermine the teachings of Catholicism.

Based on these two statements, we cannot commit to being 100% in favour of religious diversity or inclusion. Agreeing to do so is a concealed attack on our faith. Therefore, the HCDSB cannot follow the Ministry's guidelines, and you must remove this statement from Policy # II-45: "In accordance with the Church's teachings, it is the policy of the HCDSB to provide in all its operations an educational environment which supports and fosters diversity, equity and inclusion within its Catholic community." Please take note: a Catholic community is not religiously diverse. It is Catholic.

Here are the justifications for my statements:

We are all created equally in the eyes of God (Genesis 1:27)

Jesus treated all people equally, no matter what their gender, race or nationality.

There is only one true God (Exodus 20:3-5). One God, not many. Not a diverse range of divine deities. One God. The Catholic God is the one True God as stated in the Nicene Creed and the Apostles Creed. All other gods are false idols. The HCDSB must not, under any circumstances, allow the worship of other gods in our schools or on school property. It should be forbidden. If this is against the Ministry's guidelines or the Ontario Human Rights Act, so be it. Our religious beliefs take precedence over laws created by men.

Additionally, three important words should be more clearly defined. I do not agree with the Ministry's definitions for these words and would like to suggest these definitions be used instead:

Equity: Having respect for a fellow human being, taking into account their own personal circumstances. "As I have loved you, so you must love one another (John 13:34)." and "Do unto others (Matthew 7:12)". Equity is not a "condition or state" as indicated by the Ministry. It is not a safe space. Nor is it always "inclusive". Equity is an attitude (belief), supported by actions, in accordance to God's Word and Jesus' ministry.

Continued on Page 2...

Equality: Even though we were created equal, that does not mean that the outcomes of our lives will be equal. God has laws. Those who do not follow the laws and stray off of the righteous path will not have the same spiritual results in their lives as those who obey God's Word. We are all accountable for our thoughts, words and actions, and those actions have rewards as well as consequences. We all have a responsibility to "...till the ground from whence (you) were taken. (Genesis 3:23)". We all must be accountable for our actions and in-actions. Therefore, any talk of equality must also mention responsibility and accountability. Frankly, I am growing tired of all of this talk of "equality", like it is our god given right to automatically be awarded equal outcomes. It is not. We earn our way to Heaven, it is not simply given to us. God loves us equally but our paths in life will differ, and our relationship with God will always be personally unique. Please stop striving for "equality of outcomes". It is impossible to achieve and not a desirable goal. It is our duty to "tend the garden (Genesis 2:15)"

Discrimination: We are Catholic. We are NOT Hindu, Sikh, Jewish, Muslim or Buddhists. We are Catholics first and foremost. We must protect Catholicism. If we dilute Catholicism in any way, it will slowly morph to become unrecognizable and will eventually disappear. We all must work together to prevent that from happening and stand united against potential intruders. If we naively assume that Catholicism will not be attacked by members of other religions, then we will suffer the consequences of those attacks. We must clearly define what types of "inclusive and diverse" foreign beliefs and actions we are willing to accept into our Catholic communities, and which ones must stay out. By default, this type of defensive attitude automatically creates an environment of discrimination: Us vs Them. And that is not a sin. There is only one God, the Catholic God. "Thou shalt have no other gods before me." (Exodus 20:3). Therefore, we must protect our God and the Catholic faith from intruders. The more we compromise, and allow the Ministry to define our words for us, the more diluted our faith will become. Therefore, we must project some forms of discriminatory behaviour against the laws of other religions. Those behaviours should be clearly defined, understood, and shall follow documented laws or recommendations from the Bible and Catholic teachings (eg. Vatican II). "Thou shalt not bow down thyself to them, nor serve them: for I Lord thy God am a jealous God." (Exodus 20:5).

When creating Policies, can you please follow this priority sequence:

1. You are a Catholic first. A child of God and follower of Jesus Christ.
2. You are a Canadian Second.
3. You are a citizen of Ontario third.
4. You are a member of a school board within Ontario, and therefore should follow the guidelines as defined by the Ontario Ministry of Education, whenever possible. However, where there are conflicts, contradictions, or confusion regarding the interpretation of Ontario guidelines, rules, laws or other recommendations, then the Catholic laws and teachings will prevail. Catholicism is paramount. The Ontario guidelines will only be followed by the HCDSB where they are in clear agreement with Catholic teachings and the Canadian Charter of Rights. We are Catholics first and are protected in Canada by the Charter of Rights and Freedoms.

Continued on Page 3....

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Therefore, this statement in Policy II-45 is not true and should be re-written:

“HCDSB recognizes that any form of discrimination is incompatible with Catholic moral principles and is in violation of the Ontario Human Rights Code” As shown above, certain forms of religious discrimination is required to preserve the health of Catholicism. Eg. In accordance with Jesus’ ministry, Catholics shall be openly against other religions that marginalize women or support “holy wars”. We shall also not allow the worshipping of other gods on our holy soil. Our contrary religious views are a form of discrimination, and shall be regarded as being acceptable. As stated above, we are Catholics first and the Ministry of Education cannot suppress our religious rights and freedoms.

I would like to make one last comment on your “Board Policies, Programs, Procedures and Practices: Preamble: The HCDSB recognizes the importance of anti-racism and anti-harassment policies in promoting and maintaining a Catholic educational and working environment which upholds human rights. equity and inclusion.....Please remove the unnecessary words “equity and inclusion”. Instead, make reference to the Canadian Charter of Rights and Freedoms or the bible, Jesus, or God. We follow the rules of God, not the rules of men. Let’s allow our faith to guide us, as it has done so, successfully, for the last 2,000 years.

Thank you for taking the time to consider these words. These are difficult times and keeping faith is always a challenge, especially when emotions are high and the world seems to be divided and lacking the love of God. Be strong, and may God be with you, always.

With Peace, Respectfully,

██████

Let me keep this to the point - The Catholic Church's responsibilities with the Residential School.

Page 6, last paragraph, "HCDSB recognizes the need for regular, ongoing training and accessible information on human rights, indigeneity, anti-racism, anti-Black racism, and anti-oppression for staff and students to identify and eliminate systemic barriers and uphold a safe, inclusive and welcoming environment for all stakeholders."

You specifically call out anti-Black racism however you do not call out anti-indigenous racisms. With what the catholic churches and school has done in the past with the residential school and enabling them covering them up causing sexual abuse, cultural abuse and mental abuse to those young indigenous students live and the generational trauma which has been cause. You have staff members working at the board who lived in residential schools you have many students who experienced multigeneration trauma and the board has completely over looked again the systemic racisms and systemic barriers which my family experience on a daily basis and not one of you care to address it. In fact there are a number of front line staff who have been out right racist towards my family it is unacceptable then it is totally not acceptable now for you as HCDSB to not mention Anti-Indigenous in this equity and inclusion document. I guess that you don't really care because if you did you have never let this pass any type of reading or motion to go forward with out having this addressed.

I am offended that you don't care but I am not shocked that you don't care it is expected of this board staff, superintendents and trustees to not care about your indigenous population enough to actually include us in your equality and inclusion policy. This is an other statement from HCDSB you would prefer to isolate the indigenous community rather that treat them like equals of who you exploit out lands everyday for your purpose, you haven't improved or properly included indigenous with in the bounds of HCDSB at all. Where can my indigenous student go to have a safe place at anyone of the buildings to practice any healing. Where is the creation of the Indigenous group with in each school? how have to done anything at all to meet the goal to ensure indigenous students have a high chance of success? Where are the indigenous teachers in the board running indigenous programming? do you even have any text books or exams in Michief or Cree language which out indigenous students and read and test with? do you even have a OCT who speaks any of our languages?

Leave everything alone. We are doing just fine and we all know how to treat everyone equal. Too many laws let children be children. Stop following the USA. We don't need catholic schools to disappear. We do have our 10 commandments.

My questions/concerns revolve primarily with some of the language being contemplated in the document.

-You are suggesting the collection of 'voluntary' demographic based statistics for students. (Unclear to me if staff are being required to voluntarily provide) Is the intent is get a picture of how curriculum may be altered depending on the populations of particular schools are represented from an ethnicity standpoint? Is the intent also to have teaching staff more reflective of the school's ethnic base and adjust quota based hiring accordingly? If any of these inferences are possible (slippery slope if they are) then the survey must be made mandatory or eliminated entirely. Data is either pure or it is useless and easily manipulated. There can be no in between.

-Smaller note... the current sociopolitical times make disagreement with any aspect the 'systemic racism' and 'white privilege' narratives an automatic invitation to Cancel Culture labels. No matter what my life experience and political leanings (small L liberal by the way) ...the public discourse on these matter has become infantile. If one doesn't agree with every aspect of the above mentioned theories it is deemed ignorance and brushed aside as being 'part of the problem'. With this being said...I must question who is pushing some of the language you are proposing? Specifically...why is there a need to distinguish '...anti racism, anti black racism,...'? As a place of learning...I would hope my question isn't just brushed aside as being 'part of the problem' and another example of my 'white privilege' and would rather be corrected for the redundant statement it is.

If we are to focus on inclusion and acceptance of all people, the catholic board must put these words into action.

-Why are catholic school boards refusing to fly the rainbow flag on their school sites?

-If we seek permission at every school event to use the ground once owned by the First Nations people, why not fly their flag too to include, respect and honour them. Imagine how this would make gay/ lesbian/ first nation students feel in their everyday life.

-Stereotyping boys and girls with positive male/ female quotes in the bathrooms excludes certain students. Neutral quotes would be more inclusive.

-Bell Let's talk is there to support the mental health of our children, yet the very arms into which they run everyday does not visually support and include them.

I would like to see all this change and made a priority.

-Religion as a subject requires revising along with policy aforementioned. The language used in text books and handouts is no longer appropriate inclusive or relevant for today's world. A whole school approach to this revision is necessary. E.g Children of divorced parents, same sex parents or indeed unmarried parents should not be highlighted as not fitting the current mold of 'mother and father'

Thank you

I am concerned about only some parts of the policy change. See below for comments.

1. Removal of "as a policy which accepts and celebrates all types of diversity." - does this mean the board does NOT accept and celebrate diversity??? It would be appalling if this statement was removed as it indicates to me the board is not open and accepting.

2. I agree with this statement: HCDSB recognizes the need for regular, ongoing training and accessible information on human rights, indigeneity, anti-racism, anti-Black racism, and anti-oppression for staff and students to identify and eliminate systemic barriers and uphold a safe, inclusive and welcoming environment for all stakeholders.

Rather than pushing this down and asking parents for their opinion on the changes I believe it would make more sense to have those that made the changes explain their thought process on each of the changes. Also, under your definition of Systemic Barriers I believe it is only fair that you provide specific examples of embedded biases in policies, practices and processes that cause these so called systemic barriers.

I agree in treating all human beings as children of God and with respect, with what I totally disagree is that in a Catholic school the deformed sexual orientation of some individuals is treated as something normal, which is not. The Nature show us what is normal and it is what and how God created us, THERE IS NOT a 3rd, 4th, etc. sex. There is only male and female by God's Nature nothing else. I don't want my children to learn that there is a choice to change to that perverted or degenerated behaviour I have taught my children that people like that exist, like any other with wrong behaviour, we do not treat them badly, or segregate them but we do not accept their ways as that is not what God created.

Therefore in a Catholic environment teachers, staff and students should respect and follow God's teachings in regards to sexual orientation, as we respect that people they should respect our Catholic environment and children, without physical expressions or sharing way of thinking or dual washrooms. We Catholics also have the right to deserve that respect too. We should defend our moral and principles mainly in children from JK to HS that are in the stages of learning how to become a good catholic human being. Thank you for considering my opinion, not because others or anywhere else that is taken as normal we have to do the same, we in fact should protect ourselves and again mainly our children in Catholic schools. Thank you.

I don't agree with the following policy changes: In # 2: "HCDSB recognizes that having a diverse teaching workforce is vital to serve the needs of all students and communities within the board. Inequitable representation of historically disadvantaged groups in the workforce can lead to inequities in the educational experience and outcomes for excluded or marginalized students."

This sounds as legitimizing reversed-discrimination and a lowering of the quality of teaching standards. Hiring someone because of their colour skins or sexual orientation is hurtful to our students. Hire based in their quality of knowledge, not their skin colour or whatever they do in their bedrooms.

6 appears absolutely, I hate to use the word, stupid. "Anti-racism" and "Anti-black racism". The racists appear to be only yourselves. Further, by singling out the black community, you are making a victim of them, where there should be none. By creating a victim, you are actually preventing them from being normal, which is the perception most people have and wish. By your singling out this particular group, you are participating in leftist politics of a political parties which needs them to be seen as such for centuries to come. Please, stop hurting the black population. You are suffering of "white-man's guilt", which is wrong and it does not help any group. You are being bigoted racists.

As a parent, I care about the quality of what is being taught. Certainly, having a pervert or trans-pervert teaching my son is something which I don't want if his/her teaching is going to influence my child. That is not tolerance, that is proactively trying to influence our children. Adolescence is naturally a hard and confusing time for our youth and adding gender-bending tactics is bound to make it worse.

You should not join the child abuse wagon.

Example: My 6 years old was upset because TVO, the official broadcaster of the left, had a program where in a dinosaur's cartoon a boy became a pterodactyl and later returned as a girl.

I expect better from a Catholic School board than to just follow the perversion wagon. If you don't have better things to do, don't try to look useful and just don't do anything. Maybe you have been infiltrated by double agents.

Hire on proven quality, nobody will argue against that. Your are not obliged to ask what they do in their bedroom or what gender they feel that day or what race they belong to. Hiring quotas is the downgrading of society and humanity and religious values.

Were all of these references reviewed by the Policy committee? Not sure of the relevance of Nostra aetate as a document dating back to 1965. The link to the Canadian Conference of Bishops did not work.

Relevance of references? If we are committed to having a more diverse workforce what steps will be put into place to allow this to occur?

My entire family qualifies as minority groups. We object to the school focusing a racial lens on everything it does, and trying to engineer the school around that viewpoint. This is not useful for children and is rather harmful. My children attend the school to learn and we wish the school would focus on improving the educational outcomes of students, instead of teaching them at this young age to see race in everything. We object to all the changes made to the policy. Stop amplifying race over all things. As a bi-racial person, race is one the least interesting things about me. Stop making the children hyper-focused on race and stop wasting your time trying to make every group the same through metrics. All families whatever race would be benefited if you would focus on making the educational performance of the teachers better and not hyper focusing on race. My children didn't even know what race they were until the teachers on St. Andrew's starting talking about races and putting people in groups and categories. Please focus the schools on educating. I'm well equipped enough to talk to my children about race.

Thank you for the opportunity for feedback on this policy change.

Christianity is diverse and inclusive by definition because Christ died for all so that all who repent and confess his name may enter the Kingdom of God.

Moreover, the tradition Liberal democratic view has been to treat all people the impartially regardless of colour etc. People are to be judged on their merit and character. For example, Martin Luther King in his "I have a dream" articulated this vision, I dream of a day when my children will not be judged on the colour of thier skin but on quality of their character (I am paraphrasing his speech). This view is consistent with the bible that people should be judged impartially.

Sadly the terms, "Diversity, inclusion and equity" are now part of a political agenda based on Critical Race Theory (CRT) which in turn is based on Marxism. Historically, CRT has been taught by Marxist sympathetic professors in Western Universities. These theories stand in opposition to Christian and Liberal democratic principles. In CRT, there are necessarily "oppressed" groups. It is insufficient to have formal equality based on the impartial treatment of all, it is necessary to promote "oppressed groups" (i.e. tip the scale in their favour, be partial not impartial).

The term systemic racism is no longer properly defined. Traditionally, it has been understood as formal discriminating rules in an organization or institution. In the Southern United States had laws based on segregation and discrimination against black people. This was systemic racism. In Canada, systemic racism properly defined has not existed for years. Systemic racism is now defined essentially that we are all necessarily racist, if you disagree with their definition, you are called a racist. This is wrong.

For all these reasons, I am against this policy change.

Regards,

██████████

I think Christianity needs to be incorporated into the doctrine. Christ loves everyone so there is no reason for Christianity not to be part of thiis doctrine.

Thank you for taking the time to ask for other voices and opinions regarding policy revision. I have three notions to highlight for consideration:

1. Although the attempt to implement an equitable and inclusive policy is admirable, even with these revisions, this policy currently functions from “a colour-blind” perspective that views policies as neutral and applied to all equally (Castle et al., 2019). For example: “Effective evaluation includes researched “best practices” that truly reflect the current level of achievement of the student.” Jerome Delaney (2017) states that effective policies and regulations should be “as simple, concise, and clear as possible” (p 63) and mentions that it is important to use terms that everyone will understand instead of assuming that people agree and understand all terms. This section of the policy lacks clarity and explanation when it says “best practices,” as this could easily exclude various students and needs, especially those of racialized backgrounds. Under the inclusive curriculum and assessment practices section, the policy should incorporate diversity and ethnicities and individuality instead of simply saying “researched best practices” since this is very subjective and lacking largely in the attempt to be racially inclusive. When inclusive curriculum and assessment practice includes specific elements that support racialized students, this might affect the way they feel about their learning climates.

2. This policy attempts to be more specific when it states, “Students must be represented in the curriculum and [must be] heard in the assessment and evaluation.” However, the application and implementation of this policy is not supported in other policies or school practices within the board. For example, if students are to be represented in the curriculum, should the policy related to the learning and library materials (PPM 11-25) not incorporate this notion of selecting books and learning materials that include student representation? I often find myself struggling to find library books, stories and other teaching and learning materials for my students that reflect a critical race theoretical lens (in an attempt to avoid the intentional white-dominant reinscription) and that are also approved by the policy regulations and Ministry guidelines. According to PPM 11-25, a committee decides which materials are acceptable for the board. Looking at the committee members within the list mentioned, all members represent the dominant White culture. When creating policies, I believe that it is crucial to look at those whose voices are not included since “education policy and practice must be designed to promote the goal of creating the most equitable system of education possible (Delaney, 2017, p. 79). Therefore, a solution to this problem might be to update this policy to include inclusivity, provide PD for policy committee members, and ensure that equity committee members are a part of the policy committee and create and revise policies within HCDSB. Currency, this policy causes implementation gaps relating to selecting library and learning resources that represent the racial diversity of students within HCDSB.

3. Also, do we currently have a policy relating to images and poster selection with a focus on ensuring equal representation? If not, perhaps this policy (PPM 11-45) is where we need to add this significant element since many studies indicate that racialized students often perceive a more

negative learning climate than their White peers (Salle, Zabek, & Meyers, 2016). This current policy gap highlights a misalignment between HCDSB's strategic plan and the lack of policy implementation to address this issue.

Please go to the attached link to access the rest of this document:

<https://docs.google.com/document/d/1-n9lcdd2BtEIXoHvceO5-aea8p8-6L6Wv-kZ93TtmWk/edit?usp=sharing>

I hope that this feedback is helpful. Please do not hesitate to contact me with any further comments.

I found the new policy/policy changes noticeably devoid of the mention of Catholic values, which should be central to all policies of the HCDSB. A, if not THE, major tenet of the Catholic faith is the preferential option for the poor and the marginalized, so I find the addition of the terms such as "inclusion" and "diversity" more related to pressure from the LGBT agenda and not necessary to keeping our Catholic education system free of discrimination.

For example, the definition of diversity now includes terms such as "gender identity" and "sexual orientation". Gender identity is not scientifically proven and is certainly not something compatible with our Catholic faith or something that should be taught in our Catholic schools (though I understand our province is forcing this), so I would not agree with the addition of these terms to the new policy. Also, I found the revision of the discussion around a "diverse teaching workforce" opens the door to the hiring of teachers with values that are not in line with Catholic values. As an HCDSB parent, I know how influential the teachers are because of the time teachers spend with our kids. This creates a very vulnerable position for our kids, who trust their teachers. The values of a teacher come out in their teaching style, and this can be wonderful situation when the teacher is passing on life-giving, Catholic values. However, this can be an equally horrific situation if the teacher is allowed to project non-Catholic values (such as gender identity) onto our kids. I would strongly oppose the wording in the policy that permits schools to hire teachers with non-Catholic values and would conversely be in favour of wording that restricts the hiring to those who will be helping the faith and Catholic values of our kids to grow.

Thank you for allowing us to provide feedback on the HCDSB policy.

Incredibly disappointing to see the Catholic board cave into identity politics that is severely dividing & dismantling our nation.

The new policy statement does not reference enough Church documents.

Generally they are fine, but I am dissatisfied with the change to the 1st section preamble that eliminates language supporting all types of diversity. This paragraph should not be changed.

please verify that All be included my daughter has nice fine qualities for years yet gets little recognition yet kids rude not including get medals and recognitions ...always sAME kids get all sorts of rewards .. please be real ..Catholic Faith dEvotion is A MUST GET ALL included in all...equity means all the same ...lets not pretend to be kind

Very disappointed that this school board is no longer a different Catholic choice. It is too similar to the public board. Equity was just promoted by the socialist, leftist Democrats in the USA. It does not encourage individuals to become the holy, best version of themselves. With this agenda, I see homeschooling becoming a better option.

How qualified is anyone there on Equity ..discrimination...I am a municipal court judge..was an attorney at law..Marginalization is what has been occurring at St John Paul school in Oakville,kids with autism dont get same credit ..sad...we need to break the stigma and help and add value to those least popular ...It seems those loud and most often mean kids are getting praise and medals ,repeatedly ,to show whom are the stronger liked ones, shame...next level

There is no point to having a Catholic Board after this. I think I shall pull my children out.

Who has made the proposed changes? Did they come from an advisory board composed of individuals who have experienced this form of discrimination? Has anyone from a marginalized or racialized background been consulted about these changes? Are their experiences and suggestions reflected in the changes?

For this policy to have true impact and meaning, I suggest that an advisory committee for equity and inclusivity be created. It is through this committee that authentic suggestions can be included. I come from a white privilege background and would not be able to make any meaningful contributions.

Stop wasting money and time on political agenda issues.

Implement French, sports, extra curriculum activities.....this is where time and money should go.

What is changing? All you stated were problems and then vague solutions

I do not approve of the following words: diversity, inclusion, equity, systemic barriers. Any changes including these words should not be made to the policy. They're straight out of critical identity theory and not Catholic magisterial teaching.

I approve of the word "fosters".

The word "congruent" is preferable to the word "consistent".

Under "Principles": eliminate "equity and inclusion". These mean very specific things in critical identity theory and do not exemplify the characteristics listed. I do not approve of the changes made in this section.

Strike out "Equity and Inclusion" and insert The Halton Catholic District School Board.

I don't approve of the terms "anti-racist", "anti-Black", anti-oppression. This is critical identity theory speak.

I have grave reservations about this:

"All data collection, research, surveys and census will be developed, collected and disseminated using an equity and inclusion lens "

What on earth is meant by "an equity and inclusion lens"????? Why is this lens not a Catholic Christian lens????? Through which lens exactly is all this data collection going to be interpreted?

What surveys? research? Who will be collecting data? Who will be creating the surveys? Grave reservations about this.

Where are Catholic documents in the board's policy? Why is there no explicit Catholic social teaching?

Why do we need a "Human Rights and Equity Manager'?" Is this individual versed in Catholic social teaching or not?

Board funds are better spent on literacy programming for pupils and students rather than on paying an Equity Officer \$160,000 per year. This senior position needs to be eliminated. Not a legitimate use of Catholic taxpayers' money.

Don't waste teachers time with Equity training. They are sick and tired of the Identity Theory proselytizing. What an insult to the intelligence, integrity and character of all white educators in the school board to be told in training that they are either white supremacists or covert white supremacists.

HCDSB recognizes that having a diverse teaching workforce is vital to serve the needs of all students and communities within the board. Inequitable representation of historically disadvantaged groups in the workforce can lead to inequities in the educational experience and outcomes for excluded or marginalized students.

I don't agree to this change. I think that teaching workforce has to be capable to help us teach values and all the principles of equity and inclusive education. This is related to capabilities and skills more than diverse workforce itself.

I hope, this point can be reviewed.

Thanks!

Catholic school should be for Catholics because of values and beliefs. Its only fair if non Catholics want their children to attend should follow and join Catholic beliefs and values and can be accepted . We don't want our values and beliefs changed and our faith compromised to please the world.

Reporting - Many principals make sure to hide the issues that are happening at their schools to maintain a good their school ranking and name . From my personal experience my son was humiliated and was not treated with respect or dignity by his teachers which reflected on his mental health and lead to the other students to bully him. The principal made sure to keep my son at her office most of the time to "protect him " rather than dealing with the students and teachers who were mistreating my son. Being new immigrants we didn't know our rights and the principal was very manipulated and made us think that we can't do anything about it and she is in our side . The damage that this principal did to our whole family and many others is beyond words and now she has been promoted to be a superintendent. We only pray that God will fight for our son and He will revenge.

According to the Canadian Charter of Rights and Freedoms Section 2 subsection (b), our right to not acknowledge that a male and female is socially constructed is infringed upon. Grade 3 is too young to provoke sexual curiosities through teaching at school. Essential truths of faith are being violated and compromised, in an effort to plant a seed at very early school ages.

If the HCDSB wants to be truly inclusive, the board and trustees should look at themselves. They are mostly white. Start walking the walk, not just talking the talk!

this is not catholic, its cultural Marxism, its shameful to call this catholic.

So, while us parents were grappling with the fallout of this Corona virus, the Board, Trustees and whomever else were busy voting in changes that not only affects us individually but also the school and the Church. While we were busy dealing with being online/homeschooling, then back in person, masked up, in isolation, aggression from impatient people, on and on the changes bombarded us, each of you were making those changes. I find the changes outright singular, anti-Christian & in poor timing. Where is the equity and inclusivity in any of that?

“Parents are the primary educators of their children with respect to learning about values, appropriate behaviour, and ethnocultural, spiritual, and personal beliefs and traditions, and they act as significant role models for their children. It is therefore important for schools and parents to work together to ensure that home and school provide a mutually supportive framework for young people’s education. Teachers should follow the principle of “first, do no harm” and ensure that the learning setting is always physically and emotionally safe. It is important to be aware of and carefully observe how students feel about various requirements of the program... It is also critical to student success to create an atmosphere in which students of all body shapes and sizes, abilities...and religious backgrounds can feel accepted, comfortable, and free from harassment. (The Ontario Curriculum, Grades 1-8: Health and Physical Education, Interim Edition, 2010 (revised), p. 11).

Educators in Ontario are guided by the mandate of the Ministry of Education to implement a common curriculum. Catholic educators are further charged to translate the ministry curriculum to more explicitly reflect a Catholic world view. “A Catholic world view is a way of looking at the world through a Catholic Church lens. This world view is derived from Catholic Church teachings, scripture and Catholic Church traditions. These teachings, scripture and traditions form the basis of what is taught in Catholic schools. The perspective of the Catholic Church permeates all of the content that teachers present in each subject area. Teachers make the students aware of the Church’s position during lessons, discussions, and other curriculum activities. The integration of our faith into all aspects of our curriculum, demonstrates the oneness of ourselves, our world and God’s vision for us.” (Catholic Curriculum Cooperatives of Ontario, Writing Catholic Curriculum, 2006, p. 7).

I found it quite interesting that the Chair of the Board, the Board, Trustees, et al, included thirteen (13) sources/references from which to refer to, to alter/amend the Equity & Inclusive Education Policy No. II-45. Yet, somehow failed to refer to the Ontario Catholic Elementary Curriculum Policy Document, Grades 1-8: Family Life Education and not once any reference to The Bible except to misquote it at the outset of the document.

It is quite conflicting that we are acknowledging that “ALL people are created in the image of God” yet then quickly add that it is consistent with the Ontario Human Rights Code, The Constitution Act, 1982 and the Canadian Charter of Rights and Freedoms. So, are the Christian and Catholic teachings now hinged with the Ontario Human Rights Code? While the Catholic religion seeks to be in unity with all those 13 Acts, I know they are not striving to be in unity with the teachings of Christ. The Code does not even list Religion as one of the protected grounds. Yet the Board and Trustees are amending documents to be politically correct. If someone says that religion or someone’s faith falls under the category of “Creed”. I would ask that someone to look up the definition of creed, according to The Code. It says, “The Code does not define creed but the courts and tribunals have often referred to religious beliefs and practices...Also, we don't want the flag nor LGBT symbols placed in our schools or churches. Please read: Matthew 18:6-7

What is the difference between the public and Catholic board after this policy is approved.
Why have two school boards

How does the board plan to address medical discrimination in the curriculum? This type of discrimination is increasing today with COVID-19, but it is not addressed here. It will be an issue in the future with the rollout of vaccines to children, and it must be addressed in this policy. Thank you.

In this document, the HCDSB is apparently adopting politically loaded language to meet the culture of our time. Terms such as "diversity", "equity", "inclusion", and "systemic barriers" appear on first reading to be innocuous; but, in fact, represent ideologies which conflict with Catholic moral teaching. "Gender identity", in particular, is a concept which contradicts Catholic teaching on human sexuality.

In reference to the board hoping to hire a "diverse workforce" and "represent historically disadvantaged groups" - does this statement imply that non-Catholics or persons who maintain lifestyles contrary to Catholic teaching, be hired? Students who attend a Catholic school deserve to be taught by teachers who convey the Catholic faith in both words and through role modeling.

Section 7 on professional learning is problematic. "Knowledge creation" seems to imply that we have the power to create reality and that there is no objective truth. "All voices represented" does not seem appropriate in a Catholic school where Catholic doctrines should be given primacy. "Recognize that there is no essential knowledge" - again, this contradicts Catholic philosophy which recognizes an objective reality created by the Eternal Word Himself.

I fear that this document is a sign that we are slowly chipping away at what a Catholic education should be, and instead, feeling the pressure to give in to modern day ideologies

As Catholics, we should avoid the use of the term "gender identity". In Genesis we can read that when God created the world he made us man and woman, for we are his workmanship. The only two genders are male and female and any other argument against this is against God. We are to provide guidance and counseling to people that feel confused, we are to point them back to Scripture. As Paul said to Timothy, all scripture is God breathed and profitable for teaching, reproof and correction. We, as Christians, are to point back people to Jesus and his teachings and we should not follow the new ways of the secular world as they contradict God's word. God commands us to "love our neighbor as yourself" meaning that we are not to show partiality to anyone, but everyone we should love and treat the same. If we are to follow this teaching there will be no racism, as we were all created equally in the eyes of God. The only thing we all have in common as humanity is that we are all sinners. We all fall short, but we have a Savior in Jesus, who died in the cross for our sins and He is risen so we can be saved. I truly hope that the board goes back to scripture and Catechism of the Church to establish any new policies. As the Pope issued a document earlier this week in regards to homosexuals' marriage, we cannot bless sin and we should not accept sin as normal. I expect the Catholic board to keep their good work in following Jesus teachings and not the views of the secular world.

This new policy is very disappointing. A Catholic school board should not be adopting a policy of Diversity, Inclusion, and Equity. There is nothing virtuous about this pernicious radical left wing ideology and it's completely antithetical to the teachings of the Catholic church and basic common sense. This policy wraps itself in virtuous phrasing to avoid criticism, but underlying is a neo-Marxist unflappable and irrational belief that societies must exhibit equality of outcomes on every possible human endeavor.

With that in mind, let's apply the "liberating" framework of the DIE religion to few examples. You'll note that there is nothing within this satirical take that violates the central tenet of the DIE cult that you plan to promote.

1. Of the nearly 200 countries that have participated in men's soccer world cups (including qualifying rounds), only EIGHT countries have ever lifted the trophy (Brazil, Italy, Germany, Argentina, France, Uruguay, England, and Spain). No African country has ever won: Racism. No Muslim-majority country has ever won: Islamophobia. Israel has never won: Anti-Semitism. No national team with a majority of trans women (biological males) has ever won: Transphobia. No national team with a majority of gay men (as far as we know) has ever won: Homophobia.

2. Since 1988, a Kenyan runner has won the men's division of the Boston Marathon on 22 occasions. Ethiopian runners have won it on six occasions. In other words, runners of two nations have almost exclusively dominated the Boston Marathon. Why no Vietnamese winners? Why does the Boston Marathon discriminate against noble runners from Laos? I don't see any Lebanese Jews on the podium. Arabophobia and anti-Semitism in one nice packet of bigotry!

3. Of the top 25 leading NFL rushers of all-time, 24 are black. This is disgusting racism. How could a Korean kid ever aspire to win the NFL rushing title when he does not see himself represented on that list? Why does the NFL discriminate against Koreans? This is shameful.

4. Jews, despite their very small global population, are extraordinarily overrepresented as Nobel prize winners. Clearly, this must be some Zionist plot that keeps people from Yemen from winning the Nobel Prize more often. Not a single winner from Namibia? Why the bigotry, Stockholm bigots? Why?

Now, I could go on and point to the poisonous idiocy of the DIE religion, but I trust that my point is fully made. Identity politics poisons everything it touches. The only path to a truly just and enlightened society is via the ethos of individual dignity. Of course, people with functioning brains recognize that most complex phenomena are multifactorial in their causes. In other words, a disparity in outcomes is likely caused by a large number of factors of which institutionalized bigotry might be absent from such a list.

So please keep this completely unscientific and non-Catholic policy away from my children. You do not have the right to indoctrinate my children with a moronic radical left wing ideology. If this happens at any level. I will pull my children out of your so called "Catholic" school board.

Thank you for your time.

Your policy on Equity and Inclusive education greatly concerns me. At first glance, the typical reader would view this policy, most likely, in a positive light. Who would disagree with wanting to create a learning environment that is inclusive of every student, understanding their unique challenges, and providing equal opportunity, without barriers to the diverse student body and staff complement? This aspiration has always been evident in Catholic social teaching, and a deep part of Catholic education. A new policy is not needed to articulate this.

Nevertheless, what is being attempted in this policy, is solely something different. This policy endeavors to marry two opposing worldviews; it attempts to shoehorn an ideology that has become close to ubiquitous in our modern discourse. Namely, the ideology of equity and its companions of anti-racism and anti-oppression.

These are not mere replacement terms for equality and being against racism and oppression. Those are noble endeavors. This ideology has explicit origins in Marxism and Relativism/Post Modernism. This is not an accusation. The spokespeople for this movement are quite clear about this. The Catholic Church was the one bulwark against Marxism in the 20th century (wherein 10's of millions perished), yet our Catholic school system, in its misguided understanding and an apparent sense of compassion, is opening its front doors and its curriculum to this.

To be clear, this is a worldview. Most diversity trainings will include the appeal that we must take on an 'equity lens' (worldview) in every endeavor and conversation we have. In fact, your policy uses this phrase in its last paragraph. Equity, in simple terms, is Equality of Outcome, as opposed to Equality of Opportunity (a longstanding western value). In order to have an equity lens, you must value the primacy of one's group identity (whether that be race, gender, orientation, etc.) over one's individual identity. This is opposed to a classical Catholic understanding of a Universal humanity that locates the individual human person as one who is made in the image and likeness of God, has infinite worth and dignity, and carries a spark of Divinity, which is present in whomever he or she meets. This, of course, is precisely the powerful idea that MLK espoused during the civil rights movement. Essentially what equity attempts to do, is to categorize humans by their identity group, then assign privilege and levels of oppression to those groups. It then systematically ventures to redistribute power, and resources from one perceived group and redistribute to those who it perceives as oppressed. This view is ultimately a fundamental misunderstanding of human nature, and with its promotion of collective identity groups logically leads to tribalism, which always leads to conflict and polarization.

What is more alarming, is that if you study the structures and origins of religion, it becomes very evident that the anti-racism movement mimics very much a religion in its own right, with its own doctrines, blasphemy rules, and moral code. There is no sense of mercy, just condemnation and cancellation; there is no built-in sense of forgiveness as 'intention is irrelevant to the real harm of impact'. John McWhorter, a liberal black intellectual elucidates this idea of 'wokeness' as a religion in his latest book "The Elect". It is disturbing to think that a religious school would allow another religion in to permeate every aspect of its school life, including requiring its students to recite the word 'equity' every morning out loud as one of its pillars.

Our Catholic faith professes the fullness of truth and contains within it the moral obligations we have to our fellow human family, to root out discrimination and racism in all its forms, and to alieve oppression and poverty. There is no need to look elsewhere for this Truth as our first pope professed to Christ "Lord, to whom shall we go? You have the words of eternal life!"

Bishop Robert Barron expresses my concern far better than I ever could.

<https://www.wordonfire.org/resources/article/were-all-platonists-now-and-thats-not-good/29809/>

It seems to me that the Board makes changes moving towards political statements rather than the best educational interest of students. Sad!

Hiring should be based on Merit. Not gender race or sexual preference.

I one hundred percent agree that the children and staff must be safe, and free from bullying in their learning/teaching environment while still upholding all Sacred Teaching of the Catholic Church.

I have been following the situation in the Toronto District School Board where gender identity and expression was added to their Business Code of Conduct and the conflict that was caused. I became very concerned when the citation of the catechism of the Catholic Church with regards to sexuality was deemed dangerous. Despite these hard teachings as Catholics we must stand true to our faith.

I hope that regardless of the changes to this policy, the teachings in our schools remain consistent with that of the Catholic Church especially on the matters of the person, sexuality, marriage and family.

While I agree with the new policy, I am dissatisfied with the lack of acknowledgment towards the catechism of the Catholic Church. As I am sure you are aware of the criticism that arose with the Toronto Catholic school board during one of the meetings and some parents and the Bishop addressing it. If you can mention whether or not all the beliefs of the Catholic Church will still be taught and upheld within the school board, that would be great.

I Disagree with the policy changes, because the education and teaching quality for our children should be priority number one. Not the hiring whoever (colour, gender...) we are missing in the group to make sure there is equity and inclusiveness. This is just politics telling us what to do. Why do we allow that. And also we as Catholic schools have to have rights to defend our believes and protect our children. It is confusing to our children already and they are influenced by media a lot regarding the LGBTQ... community. Our children cannot even have their own opinion about this because someone will judge them. This is too much. Even Pope Francis "referred to same-sex unions as a "choice," described them as sinful and said they "cannot be recognized as objectively ordered" to God's plans. So if we have teachers from the mentioned community teaching our children, one day dressing as a man and next day dressing as a women, doesn't that bring sin and big confusion into the school? You might as well take the Bible and throw it out of the window and stop calling schools Catholic. All we believe in and were taught by our parents and grandparent for so many years can go down the toilet just because we have to go with the flow. What I don't understand is that the mentioned community can do whatever they want and fight for their rights and we accept it, but they don't want to accept our believes and rights. I am not judging them and I am not homophobic, it's their choice, but we have to have our choices too. Why are we pushed so much, why do we let them influence us, why do we let politics and media change our children? I am very sad that you as a Catholic School Board are not fighting for our children's future Catholic views. And how can you do this to all the teachers with their strong believes. Suddenly they have to change their views and believes and accept everything? Once I was talking to a principal when my first child started JK and she told me "number one in Catholic school is to teach the students Catholicism. These changes just don't seem to go that way. I know parents with strong Catholic views and some with not as strong but they also disagree with this part of inclusiveness and are very confused how they will talk to their children about it. God bless our children and save them from all the influences that are around them

Regarding Principle #2, I object to a teaching staff hiring and school administration promotion policy based on "diversity quotas", and I disagree with the stated justification for same ... that it is "vital" that there be a certain number of teachers and school administrators representative of certain "historically disadvantaged groups" (which I surmise refers to persons of certain races, colour, sexual orientation, etc) in order for students of like characteristics to have successful educational experiences and outcomes. I object to a hiring and promotion policy that gives preference to some persons based on their race, colour, sexual orientation, etc, as such a policy necessarily discriminates against others based on theirs.

Regarding Principle #6, I am concerned that some and perhaps much of the anti-racism training be carried out these days is based on Critical Race Theory, which sees racism and victimization where it does not exist, is itself racist, counter-productive and socially divisive. Any such "training" should include the other point of view on race and race relations, as advocated by the likes of Thomas Sowell, John McWhorter, Coleman Hughes, Jason Riley, James Lindsay, etc. eg. <https://www.bing.com/videos/search?q=black+wisdom+matters&docid=608047204587805259&mid=40CC4BB30483D89D3D3040CC4BB30483D89D3D30&view=detail&FORM=VIRE>