



## Days of Significance Calendar: Update

**To:** Planning and Priorities Committee

**Date:** 11 June 2024

**Report No.:** 06-24-4740

### Strategic Directions

- Commit to the Implementation of the Truth and Reconciliation Commission of Canada: Calls to Action
- All Students Belong, are Engaged, and Valued in an Inclusive Environment
- All Students Reach High Levels of Achievement, Success, and Personal Development
- All Students Graduate with the Confidence, Skills, and Knowledge to Thrive
- All Students and Staff Learn and Work in Inclusive, Safe, and Modern Environments

**Equity as a guiding principle: Equity is foundational to all TDSB work and will be embedded throughout the strategic directions.**

### Recommendation

It is recommended that the Days of Significance Calendar Update be received for information.

### Context

In previous years, the Toronto District School Board published two documents: the Days of Significance Calendar and the Heritage and History Months Calendar.

The Heritage and History Months calendar designates a period, often a month, to build awareness, knowledge, and understanding of the heritage, histories, achievements, and

contributions of the various cultures and groups that make up the diverse TDSB community. At the moment, Heritage and History Months are brought forward to the Board of Trustees via a motion for approval. A Heritage and History Months process is currently being developed.

The TDSB's Days of Significance Calendar previously cataloged a range of various days, weeks, and months, which held cultural and social justice significance to diverse communities. Integral to this calendar were creed/faith-based days to acknowledge and honour students' and staff's creed and faith-based observances. This curated list served as a foundational resource for schools, informing curricular decisions and acknowledgements through various means such as announcements, displays, and school and board-wide activities. (e.g., track and field, concerts, school fairs, graduation etc.). The calendar plays an important role in a school's strategic planning by providing resources about significant creed/faith-based days.

Since creed/faith-based days are inherently linked to the district's obligation to provide accommodation, commencing in the academic year 2024/2025, this calendar will be issued independently from the TDSB Days of Significance. The TDSB Human Rights Office will oversee the publication of creed/faith-based days. *Please see Appendix A.*

The TDSB Heritage and History Month calendar will continue to be published as a separate document *Please see Appendix B.*

As the district's ongoing response to the Truth and Reconciliation Calls to Action and guided by the TDSB Multi-Year Strategic Plan and the United Nations Declaration on the Rights of Indigenous People, the Urban Indigenous Education Centre will continue to publish Indigenous Days of Significance and resources to support the continued learning about the significance of each day listed. *Please see Appendix C.*

In the 2024/25 school year, the TDSB will share only the Indigenous Days of Significance, Creed/Faith-Based Holy Days Calendar and the Heritage and History Months Calendar. To provide clarity in selecting days to be included in the revised TDSB Days of Significance Calendar, staff will develop a mechanism to define conditions and processes for including/removing dates in the Calendar. This mechanism will be a staff standing committee: the Days of Significance Committee.

The Days of Significance Calendar will be developed through a phased approach (outlined below). This method ensures a systematic and transparent process for adding or removing relevant dates. The TDSB is committed to fostering an environment that respects the diverse and intersecting identities of students, staff, and communities

within our schools so that students and staff feel seen, valued, and included. Through this acknowledgment, we strive to promote understanding and dialogue surrounding the complexities of our different lived experiences and histories while actively working towards a more equitable and inclusive future for all. This includes opportunities for unlearning, learning, and relearning.

Creed/Faith-based Holy Days (including Indigenous Spirituality)

The TDSB upholds human rights as articulated in the Board’s Human Rights Policy (P031) and by the Ontario Human Rights Code. The Board will continue to meet its obligation concerning the duty to accommodate creed/faith-based holy days (including Indigenous Spirituality). To support this endeavour, guidance and resources will continue to be provided by TDSB staff involved in the accommodation process. The accommodation of creed/faith-based days of observance will be addressed per the Ontario Human Rights Code, the Human Rights Policy (P031), the Ontario Human Rights Commission’s Policy on Preventing Discrimination Based on Creed (September 17, 2015) and the relevant case law.

**Action Plan and Associated Timeline**

Timeline	Calendars to Be Released	Committee Process
Phase 1 (2024-2025)	<ul style="list-style-type: none"> <li>● TDSB Heritage and History Months Calendar</li> <li>● Faith/Creed-Based Holy Days Calendar</li> <li>● Indigenous Days of Significance Calendar</li> </ul>	<ul style="list-style-type: none"> <li>● Establishing the staff committee structure;</li> <li>● Appointing staff committee members;</li> <li>● Defining roles and responsibilities of the staff committee members;</li> <li>● Establishing the frequency that this committee will meet and;</li> <li>● Establishing conditions and criteria for the inclusion or exclusion of dates.</li> </ul>
Phase 2 (2025)	<ul style="list-style-type: none"> <li>● Continuation of Phase 1</li> </ul>	<ul style="list-style-type: none"> <li>● Development of communication process for the TDSB; and,</li> <li>● Development of a TDSB Days of Significance Calendar</li> </ul>

		pursuant to the developed processes.
Phase 3 (2025/2026)	<ul style="list-style-type: none"> <li>● TDSB Heritage and History Months Calendar</li> <li>● Faith/Creed-Based Holy Days Calendar</li> <li>● Indigenous Days of Significance Calendar at the outset of the evaluation.</li> <li>● TDSB Days of Significance Calendar</li> </ul>	<ul style="list-style-type: none"> <li>● A review of the identified process and,</li> <li>● Development of communication for the TDSB</li> </ul>

## Resource Implications

The development of a committee to review the Days of Significance Calendar will have resource implications for the Toronto District School Board. Staff from the Urban Indigenous Education Centre, Policy Department, Research Department, Human Rights Office, and Equity, Anti-Racism and Anti-Oppression will be needed to support this development review process.

## Communications Considerations

Communications and Public Affairs, Policy Services, and the Equity, Anti-Racism, and Anti-Oppression Departments will collaborate to develop communications for the system. Web Services will support the creation of an internal webpage that will house all pertinent calendars, ensure that the links are working, and correctly direct users to the appropriate calendars.

## Board Policy and Procedure Reference(s)

P031 Human Rights Policy  
P037 Equity Policy

## Appendices

Appendix A - Creed-/Faith-Based Holy Days  
Appendix B - TDSB Heritage and History Months Calendar  
Appendix C - Urban Indigenous Education Centre’s Days of Significance Calendar

## From

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## Appendix A

### **Creed-/Faith-Based Holy Days**

The TDSB will rely on the expertise of the Multifaith Action Society (MAS) for the Multi-faith calendar for 2024-25 school year. The MAS seeks the recommendations of creed leaders to determine the Holy Days to mark on the calendar. This list is useful in the process of a human rights creed/faith-based accommodation analysis that considers:

- Individual creed related needs to participate in rites, ceremonies, rituals, services, observances and practices;
- Individual needs regarding obligations of the creed; and
- Understanding creed pertaining to different groups, sects and denominations.

**Appendix B**

**Current Heritage and History Months at the TDSB**

<b>Month</b>	<b>Heritage Month</b>
October	Islamic History
	Somali Heritage
	Latin-America History
November	Hindu Heritage
December	---
January	Tamil Heritage
February	African (Black) Heritage
	Chinese Heritage
March	Greek Heritage
April	Sikh Heritage
May	Asian Heritage
	Jewish Heritage
June	Italian Heritage
	Portuguese Speaking Heritage



**Appendix C**

**Urban Indigenous Education Centre  
Indigenous Days of Significance**

Powley Day - Sept. 19

Orange Shirt Day and National Day for Truth and Reconciliation - Sept. 30

Sisters in Spirit National Day of Action for Missing and Murdered Indigenous Women,  
Girls & Gender Diverse People - Oct. 4

Treaties Recognition Week - The first week of November

International Inuit Day - Nov. 7

Indigenous Veterans Day - Nov. 8

Louis Riel Day - Nov. 16

Winter Solstice

National Day of Awareness for Missing & Murdered Indigenous Women and Girls and  
2SLGBTQI+ people (also known as Red Dress Day) - May 5

National Indigenous Peoples Day - June 21

Summer Solstice

June is National Indigenous Peoples Month