

December 2, 2019

Jim Spyropoulos  
Executive Superintendent  
Human Rights and Indigenous Education

Dear Jim,

During the 2019-2020 school year, I would ask you to focus on the following key areas while fulfilling all of the duties of your position:

- Improve the achievement and well-being of Indigenous students across the Board while continuing to work together with Indigenous communities to address the knowledge gap that exists amongst staff:
  - about the histories, cultures and contemporary realities of Indigenous peoples in Canada with regards to the impact of ongoing colonization and systems of public schooling within Indigenous communities;
  - about Indigenous ways of knowing and being;
  - about how to create culturally-safe and trauma informed schools so that staff are better able to support the achievement and well-being of all students through a change of practice;
- Continue the downward trend in the number of suspensions and expulsions in the Board while continuing to use restorative practices in the resolution of student discipline matters.
- Continue to progress towards compliance with the standards as outlined in the "Access for Ontarians with Disabilities Act" with an emphasis on building the capacity of staff within the Board to better understand and undertake their work in an inclusive manner.
- Reduce the number of Human Rights complaints that come forward in our Board through alternative forms of resolution such as mediation, introduce data management tools which will allow us to more effectively track and resolve matters of discrimination and harassment and continue to build a strong culture of human rights in the Board through the introduction of learning tools for all staff; become more effective at resolving human rights investigations in an efficient and timely manner.
- Effectively infuse Employment Equity principles into our recruitment, hiring and promotion practices.
- Review and refresh the Board's staff demographic questionnaires from application, to point of hire and promotion, in order to collect data, and inform policies; staff responsible for hiring will engage in professional learning designed to remove barriers for racialized and underrepresented groups; additionally, staff in schools and workplaces will engage in learning to ensure safer and more welcoming environments for all identities and cultures.

I ask that you collaborate intentionally and strategically with the following colleagues: Colleen Russell-Rawlins, Kathy Witherow, Manon Gardner, Carlene Jackson, Andrew Gold, Leola Pon, Brendan Browne, Sandy Spyropoulos, the Employment Equity Office, the Human Rights Office in order to achieve the following impacts for TDSB:

- A. Infusion of human rights principles into the work of the Board, in every school, and in every workplace.
- B. Build the capacity of staff to better understand and address how bias, power and privilege affect student outcomes while working through an Anti-Racism, Anti-Oppression Framework
- C. Support the achievement of the goals as outlined in the Multi-Year Strategic Plan across all areas most specifically in the areas of Indigenous Education, Human Rights, Accessibility, Caring and Safe Schools and Employment Equity

Thank you for your Executive leadership in TDSB.

Sincerely,

A handwritten signature in black ink, appearing to read 'John Malloy', with a stylized flourish at the end.

John Malloy  
Director of Education