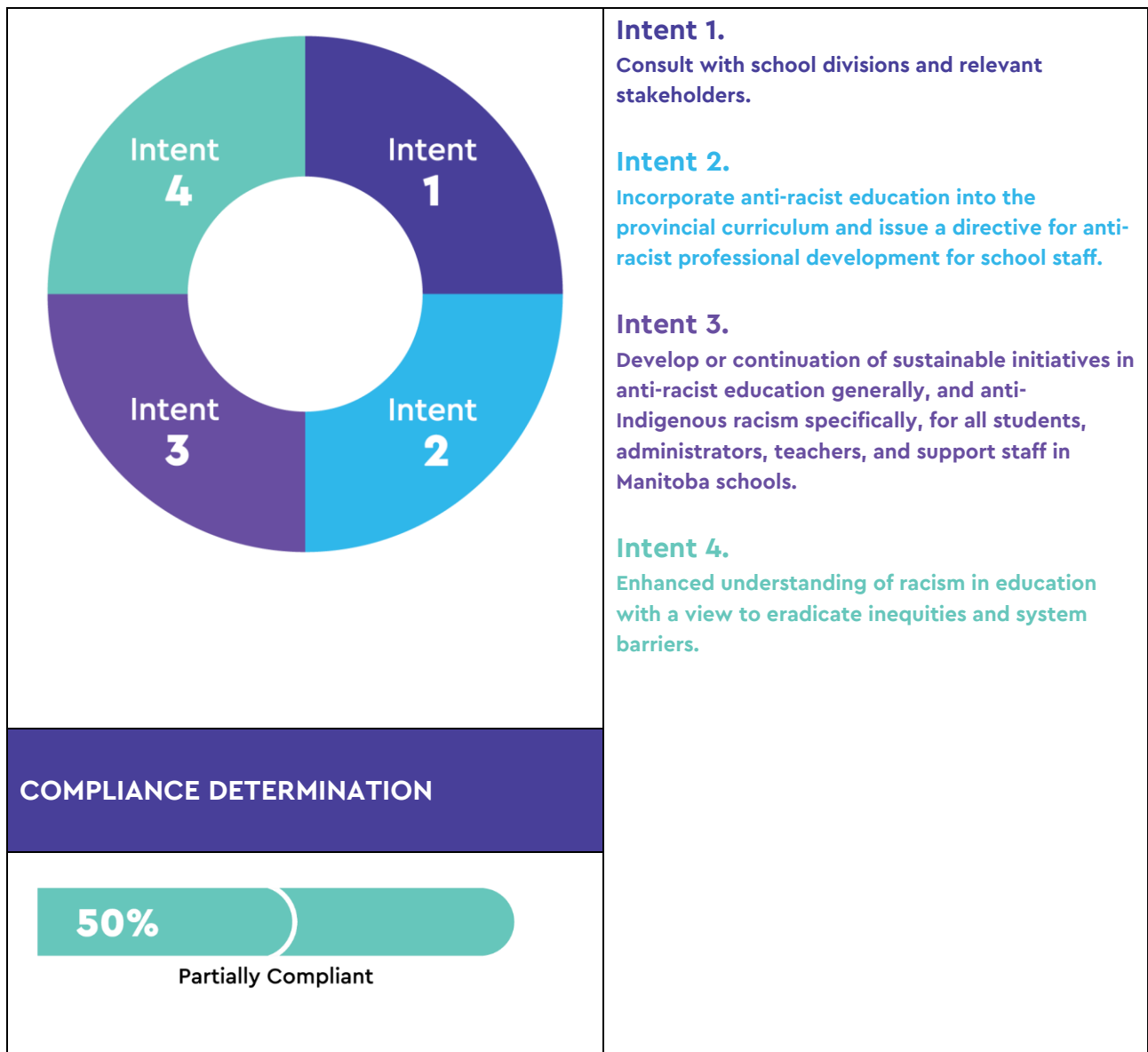


COMPLIANCE DETERMINATION

Boys Report – Recommendation 3

Recommendation Summary: Develop anti-racist education initiatives in schools for students and staff.

Primary Public Body: Manitoba Education



Recommendation Compliance Summary



This form details the assessment of compliance with recommendations made under Section 27 and Section 31 of *The Advocate for Children and Youth Act*. MACY assesses recommendations for compliance once a year but receives updates from the public bodies every six months.

| 1. Recommendation Information | |
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| Report Name: | Finding the Way Back: An Aggregate Investigation of 45 Boys Who Died by Suicide or Homicide in Manitoba |
| Date Released: | 11/4/2021 |
| Full Recommendation: (including details) | <p>Recommendation Three:</p> <p>The Manitoba Advocate for Children and Youth recommends the Department of Education (now Manitoba Education and Early Childhood Learning), in consultation with school divisions and relevant stakeholders, demonstrate the development or continuation of sustainable initiatives in anti-racist education generally, and anti-Indigenous racism specifically, for all students, administrators, teachers, and support staff in Manitoba schools to enhance understanding of racism in education with a view to eradicate inequities and system barriers.</p> <p>DETAILS:</p> <ul style="list-style-type: none"> • Incorporate anti-racist education into the provincial curriculum, empowered by section 3(1) (c.1) of <i>The Education Administration Act</i>. • Issue a directive for anti-racist professional development for school staff, pursuant to section 2 of <i>The Education Administration Act</i>. • Initiatives will be deemed sustainable if there is a long-term plan to implement training that targets both students and staff. • In recognition of the Department of Education's leadership and oversight role, school divisions should annually report on the anti-racist educational initiatives and programs being delivered across Manitoba, including information on when each initiative or program began, if there is intent to renew/include the program over multiple years, who the target populations are, and data reporting how many individuals (students and/or educators) have been reached. • Consider a longitudinal evaluation plan of initiatives to examine their effectiveness and social impact. |
| Intent(s) of Recommendation: | 1. Consult with school divisions and relevant stakeholders. |

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| | <ol style="list-style-type: none"> 2. Incorporate anti-racist education into the provincial curriculum and issue a directive for anti-racist professional development for school staff. 3. Develop or continuation of sustainable initiatives in anti-racist education generally, and anti-Indigenous racism specifically, for all students, administrators, teachers, and support staff in Manitoba schools. 4. Enhanced understanding of racism in education with a view to eradicate inequities and system barriers. |
| Issue: | Anti-Racism in Schools |
| Public Body | Manitoba Education |
| Dates of Previous Official Updates from Public Body: | May 31, 2023 |
| | June 30, 2022 |
| 2. Compliance Determination | |
| Partially Compliant 0.50 | Actions taken only implement part of the recommendation. Important requirements have been met and the recommendation is acted upon, however, deficiencies remain. |
| Self-Assessment | Largely Compliant |
| Previous Compliance Determination | Partially Compliant |
| 3. Rationale for Determination <i>(How did you reach this compliance determination)</i> | |
| Intent 1: Consult with school divisions and relevant stakeholders. | |
| 2023 | |
| <ul style="list-style-type: none"> • Work continues towards building the foundation for the development, release, and implementation of a provincial policy directive that complements and aligns with Manitoba Education and Early Childhood Learning's (MEECL) ongoing efforts to ensure anti-racism efforts throughout the K to 12 Education system. • This work is connected to the K to 12 Education Action Plan, and intends to incorporate the context from two recently released inter-connected policy directives and reports: The Final Report of Poverty and Education Task Force (2023) and Safe and Caring Schools: A Policy Direction and Action Plan to Enhance Student Presence and Engagement (2023). • Further focused consultation and engagement to build on and fill gaps from previous consultations is underway. | |
| 2022 | |
| <ul style="list-style-type: none"> • A steering committee for a provincial anti-racism policy is in place, which has developed a project charter and timeline. Part of the project work plan is to identify 12-15 intersectional champions of anti-racism and intersectional issues in Manitoba to assist in development of a draft policy and action plan. | |

Intent 2: Incorporate anti-racist education into the provincial curriculum and issue a directive for anti-racist professional development for school staff.

2023

- MEECL identified that implementation of Manitoba's Framework for Learning has been initiated, with the intention to ensure that all subject area curricula and assessments are inclusive and rigorous, reflect the diversity of Manitoba's peoples, and promote human rights and responsible citizenship with a focus on Indigenous perspectives, inclusive practices, gender diversity, and anti-racism.
- Refinement of the new curriculum structure continues with educator and stakeholder feedback.
- Liaisons were nominated by school divisions and independent schools to engage in a series of focused implementation sessions to prepare them to lead and champion the implementation of the Framework for Learning in their respective school divisions/schools.

2022

- The provincial curriculum is currently under review in line with the *K-12 Education Action Plan*. It is intended that the Global Competencies framework will be embedded in the curriculum, which has anti-racism as a concept in the Global Competency definitions.
 - Global Competencies are an overarching set of attitudes, skills, knowledge, and values that include: Critical Thinking and Problem Solving, Innovation, Creativity and Entrepreneurship, Learning to Learn, Collaboration, Communication, Global Citizenship, and Sustainability.

Intent 3: Develop or continuation of sustainable initiatives in anti-racist education generally, and anti-Indigenous racism specifically, for all students, administrators, teachers, and support staff in Manitoba schools.

2023

- The Framework for Learning has been aligned with the principles of Mamàhtawisiwin: The wonder we are Born With – An Indigenous Education Policy Framework.
- Provincially-led implementation and information sessions have been held regarding Mamàhtawisiwin, resulting in the gaining of momentum for its implementation in schools and school divisions due to its clear articulation of roles and responsibilities for students, teachers, school leaders, school division leaders, and the department.
- Mamàhtawisiwin tools for self-reflection were released in spring 2023, and the expansion of the Elders and Knowledge Keepers in Schools Initiative with Guidelines was also announced in 2023.

2022

- It is the intention for the steering committee to issue a policy directive and action plan. The work plan identifies a tentative release of this directive in Fall 2023. Similar to other policy directives issues by Manitoba Education and Early Childhood Learning, school divisions and individual schools will have to revise or develop policies/resources/initiatives to be in line with the directive. This will be in conjunction with curriculum development and the professional learning to teachers, administrators, and support staff that will accompany new curriculum outcomes.

Intent 4: Enhanced understanding of racism in education with a view to eradicate inequities and system barriers.**2023**

- This intent included a reiteration of the information provided in intents 1 through 3.

2022

- Along with the activities of the steering committee, the response identified the department's work with Dr. Jerome Cranston to develop an equity statement. This statement accompanies engagement letters used in the formation of committees to ensure representation from equity deserving communities.

Analysis Summary: As occurred in 2022, the 2023 response to this recommendation indicates a strong commitment to the fulfillment of the intents. Along with the early initial steps reported in 2022, MEECL has released additional reports and frameworks that confirm the commitment to actions found under each intent. The finalization of the mentioned policy directive, and the full development and release of new curriculum outcomes, along with evidence of the implementation of MEECL's own report recommendations on anti-racist education are needed in order for this recommendation to reach full compliance. The information provided indicates the extensiveness of the work MEECL is in the midst of implementing in order to build an inclusive and anti-racist foundation to Manitoba's education system. Due to the development of the policy directive remaining in early stages, and curriculum updates not yet fully incorporated into the education system, this recommendation remains Partially Compliant.