

COMPLIANCE DETERMINATION

Boys Report – Recommendation 3

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

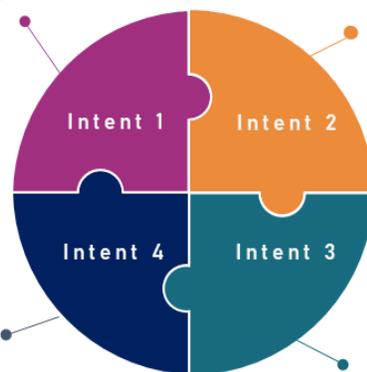
Primary Public Body: Manitoba Education and Early Childhood Learning

1. Consult with school divisions and relevant stakeholders.

A steering committee for a provincial anti-racism policy is in place, and 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 the development of a draft policy and action plan.

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

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.



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

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 an embedded concept in the Global Competency definitions. (Global Competencies are an overarching set of attitudes, skills, knowledge, and values such as critical thinking, problem solving, and innovation.)

3. Develop or continue sustainable initiatives in anti-racist education generally, and anti-Indigenous racism specifically, for all student administrators, teachers, and support staff in Manitoba schools.

It is the intention for the steering committee to issue a policy directive and action plan to meet this intent. The workplan identifies a tentative release of this directive in fall 2023.

COMPLIANCE DETERMINATION

0.50

Partially Compliant

Recommendation Compliance Summary

In accordance with subsection 11(1) clause (d) of *The Advocate for Children and Youth Act* (ACYA), the Advocate retains the responsibility "to monitor the implementation of recommendations included in reports made under section 27 (investigation) or special reports made under section 31."

This form details the assessment of implementation of compliance made under the referenced subsection of the ACYA. MACY assesses implementation of compliance with recommendations once a year but receives updates from public bodies every six months.

1. Recommendation Information	
Special 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: The Manitoba Advocate for Children and Youth recommends the Department of Education, 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 <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:	<p>The intents of the recommendation are to:</p> <ol style="list-style-type: none"> 1. Consult with school divisions and relevant stakeholders. 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/Cultural Inclusion in Education
Primary Department:	Manitoba Education
Dates of Previous Official Updates from Public Body:	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	Partially Compliant
3. Rationale for Determination <i>(How did you reach this compliance determination)</i>	
<p>Intent 1: Consult with school divisions and relevant stakeholders. 2022</p> <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. <p>Intent 2: Incorporate anti-racist education into the provincial curriculum and issue a directive for anti-racist professional development for school staff. 2022</p> <ul style="list-style-type: none"> The provincial curriculum is currently under review in line with the <i>K-12 Education Action Plan</i>. 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. <ul style="list-style-type: none"> 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. <p>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. 2022</p> <ul style="list-style-type: none"> 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 issued 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 professional learning for teachers, administrators, and support staff that will accompany new curriculum outcomes. <p>Intent 4: Enhanced understanding of racism in education with a view to eradicate inequities and system barriers. 2022</p>	

- 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: The response to this recommendation indicates a strong commitment to the fulfillment of the intents. Early steps have been taken under each intent of this recommendation. Finalization of a policy directive, development and release of new curriculum outcomes, and evidence of the development of initiatives in anti-racist education are needed in order for this recommendation to reach full compliance. As steps toward implementation have been taken, including a detailed work plan for a policy directive, the intents are partially met, resulting in a partially compliant determination.