



**ONTARIO  
PUBLIC  
SUPERVISORY  
OFFICERS'  
ASSOCIATION**

***Leading Public Education***

***Embracing Equity:  
Moving from Words to Actions***

**Conference 2021**

**April 21-23, 2021**

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## OPSOA'S PROFESSIONAL LEARNING OPPORTUNITIES

### OPSOA's Supervisory Officer's Qualification Program (SOQP)

OPSOA's SOQP will engage candidates in critical inquiry and the co-construction of knowledge and co-learning from a system perspective with an anti-oppression and equity focus throughout all modules. The integration of concepts will be critically explored through holistic and interrelated processes.

#### Summer 2021 – Module 2: Leadership and Organizational Change Perspective

June 28 (3 hours), July 12-13, July 19

*Registration deadline – May 28, 2021*

#### Summer 2021 – Module 3: Provincial Leadership Perspective

July 5 (3 hours), July 14-15, July 20

*Registration deadline: May 28, 2021*

#### Fall 2021 – Module 4: System Leadership Perspective

October 14 (3 hours), October 22-23, October 30

*Registration deadline – September 15, 2021*

#### Fall 2021 – Module 1: Personal Leadership Perspective

October 14 (3 hours), October 22-23, October 30

*Registration deadline – September 15, 2021*

#### Winter 2022 – Module 2: Leadership and Organizational Change Perspective

January 20 (3 hours), February 4-5, February 12

*Registration deadline – December 9, 2021*

*New OPSOA SOQP Candidate registration. Current OPSOA SOQP candidates [login into the portal](#).*

### S.O. What's It All About

Want to learn about the role  
of a Supervisory Officer?

Join newly appointed and experienced OPSOA  
members as they share the details of their positions.

#### S.O.W.I.A.A. featuring a panel Q & A

May 4, 2021 | 4:30 – 6:00 PM

#### S.O.W.I.A.A. featuring large and small group presentations and discussions.

August 11, 2021 | 9:00 AM – 3:00 PM

*Registration information will be forthcoming.*

### Professional Learning Sessions for OPSOA members ...

#### Examining our Roles: Equity and Human Rights Case Studies

April 8, 2021 | 4:00-5:15 PM

[Register online](#)

#### Reflecting on our Leadership: Essential Leadership Practices, Questions, and Next Steps

May 6, 2021 | 4:00-5:15 PM

[Register online](#)

Eric Roher, National Leader of the Education Law  
Group at Borden Ladner Gervais LLP, will share his  
expertise on these important topics. Specific  
questions for Eric for these sessions may be  
submitted in advance through the registration form  
or in person after the presentation.

# CONFERENCE AGENDA OVERVIEW

*Embracing Equity: Moving from Words to Actions*

## WEDNESDAY APRIL 21, 2021

### FOR OPSOA MEMBERS AND PRINCIPAL/SYSTEM LEAD GUESTS

12:15 - 1:45 pm	Opening Ceremonies	
	Introductory Remarks and Land Acknowledgement	Jack Nigro
	Traditional Opening	Elders Nancy "Koko" and Don Jones, Nigigoonsiminikaaning First Nation
	Welcome by OPSOA President	Angela Nardi-Addesa
	Conference Agenda Review	Dr. Clara Howitt
	<a href="#">Student Choir</a>	Walkerville Centre for the Creative Arts, Greater Essex County DSB
	Recognition of New and Retired/Retiring Members	Jack Nigro
	Distinguished Leadership Award	Dr. Camille Logan
	President's Leadership Award	Sunny View Junior and Senior Public School, Toronto DSB Alexander Brown, Toronto DSB Chair of the Board Angela Nardi-Addesa
1:45 - 2:00 pm	Break	
2:00 - 3:15 pm	<a href="#">Keynote</a>	Tanya Talaga

## THURSDAY APRIL 22, 2021

### FOR OPSOA MEMBERS

8:30 – 8:45 am	Introductory Remarks and Land Acknowledgement	Dr. Clara Howitt
8:45 - 10:00 am	<a href="#">Student Panel: Provincial Perspectives and Recommendations for Action</a>	
10:00 - 10:15 am	Break	
10:15 - 11:15 am	Workshops A	
	<a href="#">A-1: Hiring for Equity</a>	Pardeep Singh Nagra
	<a href="#">A-2: Gender Expression Human Rights Protections</a>	Dr. Lee Airton
	<a href="#">A-3: Learning Skills and Bias</a>	Dr. Gillian Parekh
11:15 - 11:30 am	Break	
11:30 - 12:30 pm	Workshops B (3 options)	
	<a href="#">B-1: Promoting Equity through Budget and Resource Allocations</a>	Glen Regier
	<a href="#">B-2: Addressing Islamophobia Through Action (FULL)</a>	Asiyah Khan
	<a href="#">B-3: Indigenous Graduation Coach Program</a>	Jane Lower, Gyles Frenette, Len Gardner
12:30 - 1:30 pm	Lunch Break	
1:30 - 2:30 pm	Workshops C (3 options)	
	<a href="#">C-1: Human Rights in Practice</a>	Carolyn Tanner, Melissa Collins, Jody Alexander, Sue Rice
	<a href="#">C-2: Removing Accessibility Barriers for Students</a>	David Lepofsky
	<del><a href="#">C-3: Responding to Disproportionate Discipline (CANCELLED)</a></del>	<del>Antonino Giambone, Anusha Tikaram</del>
2:30 - 2:45 pm	Break	
2:45 – 4:00 pm	<a href="#">Superintendent/Director Panel: Dismantling Anti-Asian, Anti-Black and Anti-Indigenous Racism</a>	

## FRIDAY APRIL 23, 2021

### FOR OPSOA MEMBERS AND PRINCIPAL/SYSTEM LEAD GUESTS

8:30 - 8:45 am	Introductory Remarks and Land Acknowledgement	Lorraine Linton
8:45 - 9:00 am	<a href="#">Student Presentation</a>	RedPath Singers, Kawartha Pine Ridge DSB
9:00 - 10:15 am	<a href="#">Keynote</a>	Desmond Cole
10:15 - 10:30 am	Break	
10:30 am	OPSOA Annual General Meeting – <i>for active OPSOA Members only</i>	

## WEDNESDAY APRIL 21, 2021 AGENDA DETAILS

FOR OPSOA MEMBERS AND PRINCIPAL/SYSTEM LEAD GUESTS

*Embracing Equity: Moving from Words to Actions*

12:15 - 1:45 PM: OPENING CEREMONIES

<i>Introductory Remarks and Land Acknowledgement</i>	Jack Nigro
<i>Traditional Opening</i>	Elders Nancy “Koko” and Don Jones, Nigigoonsiminikaaning First Nation
<i>Welcome by OPSOA President</i>	Angela Nardi-Addesa
<i>Conference Agenda Review</i>	Dr. Clara Howitt
<a href="#">Student Choir</a>	Walkerville Centre for the Creative Arts, Greater Essex County DSB
<i>Recognition of New and Retired/Retiring Members</i>	Jack Nigro
<i>Distinguished Leadership Award</i>	
Recipient	Dr. Camille Logan
Introduction by	Dr. Tania Sterling
<i>President’s Leadership Award</i>	
Recipient	Sunny View Junior and Senior Public School, Toronto DSB Alexander Brown, Toronto DSB Chair of the Board Angela Nardi-Addesa

1:45 - 2:00 PM: BREAK

2:00 - 3:15 PM: [KEYNOTE](#)

TANYA TALAGA

### ***Student Choir: Walkerville Centre for the Creative Arts***

The Walkerville Centre for the Creative Arts Senior Choir from Greater Essex County DSB performs *Goodbye Yellow Brick Road*, by Elton John and Bernie Taupin, arranged by Kerry Marsh. The senior students chose this classic song with graduation in mind, hoping to describe the connection to home and family after being away to pursue a life in the spotlight. Working on this piece during a global pandemic made the learning experience far deeper than we imagined, and it took on new meaning for all of us. Featuring soloist Gwyneth Roy, Soprano. Sound and video editing by Zeb Fulcher, Grade 11.

## **OPSOA CONFERENCE PLANNING COMMITTEE 2020-2021**

Jack Nigro, OPSOA President-Elect, Co-Chair, Durham DSB  
Dr. Clara Howitt, Co-Chair, Greater Essex County DSB  
Marcy Bell, Northern Region, Algoma DSB  
Paul Valle, Central Region, York Region DSB  
Lorraine Linton, OPSOA Equity and Inclusion Committee, Toronto DSB  
Sheryl Robinson-Petrazzini, Metro Region, Toronto DSB  
Evelyn Giannopoulos, Southwest Region, Waterloo Region DSB  
Shawn Lehman, Eastern Region, Ottawa-Carlton DSB  
Sheila Builder, Western Region, Thames Valley DSB  
Dr. Lisa Walsh, PCODE Representative, Avon Maitland DSB  
Joy Badder, OPSOA Executive Director  
Freyja Phillips, OPSOA Executive Assistant

## **OPSOA BOARD OF DIRECTORS 2020-2021**

Angela Nardi-Addesa, President, Toronto DSB  
Jack Nigro, President-Elect, Durham DSB  
Glen Regier, Treasurer, Upper Grand DSB  
Jessica Silver, Eastern Regional Director, Limestone DSB  
Tim Graves, Northern Regional Director, Near North DSB  
Shirley Chan, Metro Regional Director, Toronto DSB  
Mark Sherman, Western Regional Director, Lambton Kent DSB  
Gary Slater, Southwestern Regional Director, Upper Grand DSB  
Jim Markovski, Central Regional Director, Durham DSB  
Joy Badder, OPSOA Executive Director  
Jim Costello, PCODE Executive Director

## WELCOME TO OUR NEW OPSOA MEMBERS: 2020-2021 SCHOOL YEAR

*lists as of date of program posting*

<b>New Member</b>	<b>School Board</b>
Laura Marotta	Avon Maitland DSB
Sheryl Elliott	Bluewater DSB
Keith Lefebvre	Bluewater DSB
Lauren Penner Lipsett	Bluewater DSB
Andrea Tang	Bluewater DSB
Mary Anne Gage	DSB of Niagara
Simon Hancox	DSB of Niagara
Gary Crossdale	Durham DSB
Erin Elmhurst	Durham DSB
April Smith	Grand Erie DSB
Angela Ferguson	Hamilton-Wentworth DSB
Estella Jones	Hamilton-Wentworth DSB
James Brake	Kawartha Pine Ridge DSB
John Ford	Kawartha Pine Ridge DSB
Jane Lower	Keewatin-Patricia DSB
Chantal Moore	Keewatin-Patricia DSB
Kristi Alaksa	Lakehead DSB
Steve Hedderson	Limestone DSB
Susan McWilliams	Limestone DSB
Wally Easton	Near North DSB
Donna Ford	Peel DSB
Leslie Grant	Peel DSB
Ozma Masood	Peel DSB
Claudine Scuccato	Peel DSB
Pegeen Keffer	Rainy River DSB
John Playford	Simcoe County DSB
Charlene Scime	Simcoe County DSB
Alex Marton	Superior-Greenstone DSB
Kevin Auckland	Thames Valley DSB
Tracy Langelaan	Thames Valley DSB
Dennis Wright	Thames Valley DSB
Erin Altosaar	Toronto DSB
Cassandra Alviani- Alvarez	Toronto DSB
John Currie	Toronto DSB
Lisa Dilworth	Toronto DSB
Debbie Donsky	Toronto DSB
Ron Felsen	Toronto DSB
Domenic Giorgi	Toronto DSB

<b>New Member</b>	<b>School Board</b>
Liz Holder	Toronto DSB
Denise Humphreys	Toronto DSB
Kwame Lennon	Toronto DSB
Courtney Lewis	Toronto DSB
Mary Linton	Toronto DSB
Kurt McIntosh	Toronto DSB
Nandy Palmer	Toronto DSB
Tanya Senk	Toronto DSB
Jay MacJanet	Trillium Lakelands DBS
Don Lewis	Upper Canada DSB
Patrick Hamilton	Upper Grand DSB
Lois Agard	York Region DSB
Bill Cober	York Region DSB
Clelia Della-Rovere	York Region DSB

## CONGRATULATIONS TO OUR OPSOA RETIREES: 2020-2021 SCHOOL YEAR

*lists as of date of program posting*

<b>Retiree</b>	<b>School Board</b>
Jodi Baker	Avon Maitland DSB
Paul Hambleton	Bluewater DSB
Wendy Kolohon	Bluewater DSB
Cynthia Lemon	Bluewater DSB
Jo-Anne Farmer	DSB Ontario North East
Pearl Fong-West	DSB Ontario North East
Linda De Vos	Grand Erie DSB
Dr. Sharon Pyke	Greater Essex County DSB
Julie Hunt Gibbons	Halton DSB
Debra McFadden	Halton DSB
Stuart Miller	Halton DSB
Jeff Gillies	Hamilton-Wentworth DSB
Dr. Jennifer Leclerc	Kawartha Pine Ridge DSB
Peter Mangold	Kawartha Pine Ridge DSB
Joe Tompkins	Kawartha Pine Ridge DSB
Andre Labrie	Limestone DSB
Roslyn Bowness	Near North DSB
Liz Therrien	Near North DSB
Dorothy Baker	Ottawa-Carleton DSB
Lawrence De Mayeer	Peel DSB
Anthony Edwards	Peel DSB
Adrian Graham	Peel DSB
Dr. Shawn Moynihan	Peel DSB
Gale Solomon-Henry	Peel DSB
Stuart Finlayson	Simcoe County DSB
Hanne Neilsen	Simcoe County DSB
Catherine Tsubouchi	Superior-Greenstone DSB
Roula Anastasakos	Toronto DSB
Vicky Branco	Toronto DSB
John Chasty	Toronto DSB
Manon Gardner	Toronto DSB
Tracy Hayhurst	Toronto DSB
Mary Jane McNamara	Toronto DSB
Louie Papathanasakis	Toronto DSB
Jane Phillips Long	Toronto DSB
Steve Shaw	Toronto DSB
Kerry-Lynn Stadnyk	Toronto DSB
Sandra Tondat	Toronto DSB
Dr. Kathy Witherow	Toronto DSB
Dave Golden	Trillium Lakelands DBS

<b>Retiree</b>	<b>School Board</b>
David Coombs	Upper Canada DSB
Steve Sliwa	Upper Canada DSB
Doug Morrell	Upper Grand DSB
Dr. Martha Rogers	Upper Grand DSB
Gary Slater	Upper Grand DSB
John Bryant	Waterloo Region DSB
Elaine Ranney	Waterloo Region DSB
Peter (Hans-Peter) Rubenschuh	Waterloo Region DSB
Michael Weinert	Waterloo Region DSB
Dan Wu	York Region DSB



# OPSOA AWARDS

## OPSOA DISTINGUISHED LEADERSHIP AWARD

The OPSOA Distinguished Leadership Award is presented annually to a member who has demonstrated outstanding ability and leadership in public education at both the provincial and local school system levels. The candidate is a leader in a number of OPSOA initiatives and is valued by colleague members and by the education community for that leadership.

***Recipient: Dr. Camille Logan, Associate Director of School Improvement and Equity, Peel DSB, formerly Superintendent of Education, York Region DSB***

Dr. Camille Logan is an exceptional leader who embodies an unwavering commitment to ethical leadership and inclusive design. She applied her passion and scholarly background in culturally relevant and responsive pedagogy, anti-oppression, and anti-racism in every facet of her former roles as field Superintendent and Superintendent of Leadership and Engagement within York Region DSB (YRDSB). Camille was an exceptional contributor to student, family and staff needs within the local YRDSB community.

As a result of Camille's mentorship of Black educators and leaders, there has been an increase in the number of applicants and successful candidates coming from underrepresented cultural groups in recent YRDSB recruitment and hiring processes for teaching, Administrator and Superintendent positions. As a change agent and instructional design expert, she collaborated with Curriculum and Instructional Services staff to co-design and facilitate professional learning opportunities to build awareness and capacity of leaders around *Inclusive Design*. In collaboration with YRDSB colleagues, Camille engaged in a research project with external consultants to capture the lived experiences of Black students, staff in schools, workplaces and communities. She helped interpret findings and feedback into the soon to be released, *Dismantling Anti-Black Racism Background Report* and corresponding *Dismantling Anti-Black Racism Strategy*.

Camille understands the vital role that families and community play in supporting children's growth and well-being. She co-founded the *Alliance for Educators of Black Students* and has also hosted events as part of the *Nubian Book Study*. These sessions bring kids, teens and adults together and use literacy as a tool for enhancing leadership and social skills, community engagement, respectful peer relationships and overall student success in a casual atmosphere with dinner. Camille was awarded the *Harmony Leadership in Education Award* by a YRDSB teacher liaison for African and Caribbean Communities, Inclusive School and Community Services.

Provincially, Camille has enhanced the leadership capacity of many through her popular social media exchanges, her facilitation of professional learning opportunities and the authoring of articles. She is a former Student Achievement Officer within the Literacy and Numeracy Secretariat as well as a Student Work Study Teacher (SWST) within the Provincial Committee Student Achievement Division. Camille was an integral member of the OPSOA SOQP Module Development team that co-created the new OPSOA SOQP and will be a member of the OPSOA SOQP Mentor team. Camille has instructed PQP and also co-facilitated a 7-part online professional learning course on *Inclusive Design* as a process to support school improvement practices for school administrators through OPC. An example of Camille's publications is *Culturally Responsive Pedagogy*, Monograph Ontario Ministry of Education Thought Leadership. To YRDSB's Supervisory Officers who nominated Camille, thank you for your recognition of the 2021 OPSOA Distinguished Leadership Award recipient!

## **OPSOA PRESIDENT'S LEADERSHIP AWARD**

***Recipient: Sunny View Junior and Senior Public School, Toronto DSB***

Sunny View Junior and Senior Public School is a vibrant fully self-contained congregated special education school serving over 70 students with complex physical, developmental, medical and learning needs. Situated in the center of the city in the Toronto DSB (TDSB), they have over 100 dedicated staff who provide specialized care in a safe, nurturing, and welcoming environment.

Principal, Ted Goldring and the Sunny View staff were leaders in their collaboration and contributions to the direction TDSB led in supporting congregated sites with the COVID-19 pandemic pivot to remote teaching and learning for our most vulnerable student population. Sunny View worked countless hours with TDSB Special Education team, health and community organizations and families to gather in depth information to influence direction for all students in TDSB with complex medical and learning needs. Their advocacy and insight provided a clear path in supporting students, staff and families in removing all barriers so that students with complex medical and complex learning needs could access a seamless remote and/or in person learning experience.

The pandemic amplified inequities and even further widened the challenges for families with students with complex medical and learning needs. To support student well-being needs, the staff endeavored to selflessly serve their students and provide a healthy and positive learning experience despite the challenges and successfully continued to provide a wide range of educational and social opportunities for the most vulnerable students in our system.

Congratulations to an inspiring team of educational leaders!

### ***Keynote: Tanya Talaga***

Tanya Talaga is Ojibwe with roots in Fort William First Nation in Ontario, Canada. She worked as a journalist at the Toronto Star for more than twenty years, and has been nominated five times for the Michener Award in public service journalism. Talaga holds an honorary Doctor of Letters from Lakehead University in Thunder Bay, and shares her expertise on the boards of PEN Canada and The Narwal. Tanya is the President and CEO of Makwa Creative, a production company focussed on Indigenous storytelling.

Tanya is the acclaimed author of *Seven Fallen Feathers*, which was the winner of the RBC Taylor Prize, the Shaughnessy Cohen Prize for Political Writing, and First Nation Communities Read: Young Adult/Adult. Tanya shared the messages of her newest book, *All Our Relations: Finding A Path Forward*, through the Massey Lectures 2018 across Canada.

She lives in Toronto with her two teenage children, but her heart is in northern Ontario.

## THURSDAY APRIL 22, 2021 AGENDA DETAILS

FOR OPSOA MEMBERS

*Embracing Equity: Moving from Words to Actions*

8:30 - 8:45 AM: INTRODUCTORY REMARKS AND LAND ACKNOWLEDGEMENT DR. CLARA HOWITT

8:45 - 10:00 AM: [STUDENT PANEL](#): PROVINCIAL PERSPECTIVES AND RECOMMENDATIONS FOR ACTION

10:00 - 10:15 AM: BREAK

10:15 - 11:15 AM: WORKSHOPS A

[A-1: Hiring for Equity](#)

Pardeep Singh Nagra

[A-2: Gender Expression Human Rights Protections](#)

Dr. Lee Airton

[A-3: Learning Skills and Bias](#)

Dr. Gillian Parekh

11:15 - 11:30 AM: BREAK

11:30 - 12:30 PM: WORKSHOPS B (3 OPTIONS)

[B-1: Promoting Equity through Budget and Resource Allocations](#)

Glen Regier

[B-2: Addressing Islamophobia Through Action \(FULL\)](#)

Asiyah Khan

[B-3: Indigenous Graduation Coach Program](#)

Jane Lower, Gyles Frenette, Len Gardner

12:30 - 1:30 PM: LUNCH BREAK

1:30 - 2:30 PM: WORKSHOPS C (3 OPTIONS)

[C-1: Human Rights in Practice](#)

Carolyn Tanner, Melissa Collins, Jody Alexander, Sue Rice

[C-2: Removing Accessibility Barriers for Students](#)

David Lepofsky

[C-3: Responding to Disproportionate Discipline \(CANCELLED\)](#) Antonino Giambone, Anusha Tikaram

2:30 - 2:45 PM: BREAK

2:45 - 4:00 PM: [SUPERINTENDENT/DIRECTOR PANEL](#): DISMANTLING ANTI-ASIAN, ANTI-BLACK AND ANTI-INDIGENOUS RACISM

***Student Panel: Provincial Perspectives and Recommendations for Action – Moderated by Kristen Niemi, DSB Ontario North East***

Join this panel presentation to hear about the lived experience of students from across the province. The voices of students are a guide to our work as leaders in dismantling the white colonial structures that create barriers versus pathways to success. Listen to their perspective and suggestions as to how we can rise and help to uphold equitable access for every student we serve in public education.

***Workshop A-1: Hiring for Equity – Pardeep Singh Nagra, Manager, Employment Equity, Toronto DSB***

There was a false belief that Reg 274 was inhibiting the ability for school boards to hire for equity, diversity and inclusion. Now that Reg 274 has been revoked and PPM 165 has been released, what are the strategies that need to be in place to make equitable hiring a reality? Learn about strategies, programs, policies, and practices that lead towards both a more inclusive workforce as well as a more inclusive workplace. All aspects of the hiring cycle from outreach, point of application, interviews, selection, promotion and retention will be discussed. Topics will also include data collection, interview questions, interview teams, leadership and mentoring programs, and staffing positions.

***Workshop A-2: Unpacking the implications of gender expression human rights protections for K-12 schools – Dr. Lee Airton, Professor, Queen’s University***

In this workshop, Professor Airton will examine pressing issues of gender identity and expression in schools. A specific focus on human rights protection will ground the presentation and discussion to support senior leaders in understanding their roles and responsibilities.

***Workshop A-3: Learning and Re-Learning: A study of Ontario's Learning Skills and perceptions of student capacity – Dr. Gillian Parekh, York University; Rob Brown and Samuel Zheng, Research Coordinators, Toronto DSB***

Through the examination of students' reported Learning Skills, our research reveals deep inequities related to students' perceived capacity for learning across key identity factors. This workshop explores students' socio-demographic and achievement data as well as examines the related implications of systemic bias and discrimination. Discussion will explore how ability is understood and reflected through students' reported Learning Skills marks and will raise queries around the role of assessing students' work habits and self-management in the classroom. Additionally, we will address how perceptions of capacity, as well as subsequent program-related decisions, can influence students' trajectories through school and result in highly disparate post-secondary outcomes and opportunities.

***Workshop B-1: Promoting Equity through Budget and Resource Allocations – Glen Regier, Superintendent of Finance, Upper Grand DSB***

This session will focus on relevant issues to Senior Leaders related to equity-focused resource allocations when faced with limited budgets. How are we matching resources to priorities, especially in the service of students that require additional supports?

This collaborative session will uncover ideas, share best practices, and discuss challenges to help all Senior Leaders think about how resource allocations can promote and support equity. The session will invite participation from all in attendance.

***Workshop B-2: Moving Forward: Addressing Islamophobia Through Action – Aasiyah Khan, National Council for Canadian Muslims***

Going beyond a foundational understanding of Islamophobia, this interactive workshop takes a dive into the intersectional experiences of Muslim students. The session explores what it means to adopt an anti-Islamophobia lens as a means of engaging in systemic accountability and to ensure schools and classrooms remain safe environments for all. Senior administrators will be provided with practical tips, case studies and resources to support efforts to promote equity and inclusion.

***Workshop B-3: The Indigenous Graduation Coach and Four Directions Program – Jane Lower, Superintendent of Education; Gyles Frenette, Indigenous Grad Coach; Len Gardner, Indigenous Lead, Keewatin-Patricia DSB***

A Keewatin-Patricia DSB team will lead a workshop on the Indigenous Graduation Coach program and the innovative Four Directions program, designed to promote the success of Indigenous students. Success and challenges will be highlighted as well as practical suggestions to assist other boards in enhancing their service to Indigenous Students.

***Workshop C-1: Human Rights in Practice: Racial and Other Slurs and Epithets – Carolyn Tanner, Human Rights and Equity Advisor; Melissa Collins, Principal; Jody Alexander, Principal; Sue Rice, Instructional Coach, Ottawa-Carleton DSB***

This session will provide an overview of a District wide approach to addressing the use of slurs and epithets while teaching course curriculum at the Ottawa-Carleton DSB as well as the obligation to respond to their use at school and work. This is part of a larger initiative to promote selection and use of teaching materials that are culturally relevant and responsive in the classroom. Presenters will outline the foundations for the direction provided by the District and the process undertaken.

***Workshop C-2: What School Boards Should Do to Tear Down the Barriers Impeding Students with Disabilities – Practical Action Tips – David Lepofsky, Volunteer Chair, AODA Alliance at Accessibility for Ontarians with Disabilities Act Alliance***

What practical actions can school boards take now to effectively meet the learning needs of all students with disabilities and to tear down the recurring and unfair barriers they face? How can school boards remove the handcuffs that the education system unfairly places on teachers, principals, and school board administrators, that make it harder for them to serve students with disabilities?

***Workshop C-3: Responding to Disproportionate Discipline: Enhancing School Climate and Student Sense of Belonging – Anusha Tikaram, Antonino Giambone, Education Equity Secretariat, Ministry of Education***

Disciplinary practice in Ontario schools has disproportionately disadvantaged specific groups of students, specifically Indigenous and Black students, students with special education needs, and students living in poverty. In this session, system leaders will engage in a conversation about suspension and expulsion disproportionalities in their boards, their learning about adverse impacts of inequitable discipline practice on underserved students, and key promising practices in schools that focus not only on reducing suspensions, but enhancing conditions in schools to improve school climate and sense of belonging among historically disadvantaged students.

***Superintendent/Director Panel: Dismantling Anti-Asian, Anti-Black and Anti-Indigenous Racism in Ontario Schools: A Call to Action – Riley Culhane, Thames Valley DSB; Sue Dunlop, Hamilton-Wentworth DSB; Joseph Maurice, Algoma DSB; Jacqueline Spence, Toronto DSB; Warren Hoshizaki, DSB of Niagara; Camille Williams-Taylor, Ottawa-Carleton DSB; Moderated by: Cecil Roach, York Region DSB***

Superintendents and Directors of Education from across the province assess our current progress in dismantling white supremacy, anti-Asian, anti-Black and anti-Indigenous racism, and propose further concrete actions as next steps to creating the school system we need in Ontario.

*Our colleagues at RTO/ERO typically join us to offer a retirement planning workshop at our annual conference. Currently, RTO/ERO is offering a series of retirement planning webinars. Details about these sessions including registration may be found through [RTO/ERO's website](#).*

## FRIDAY APRIL 23, 2021 AGENDA DETAILS

FOR OPSOA MEMBERS AND PRINCIPAL/SYSTEM LEAD GUESTS

*Embracing Equity: Moving from Words to Actions*

8:30 - 8:45 AM: INTRODUCTORY REMARKS AND LAND ACKNOWLEDGEMENT LORRAINE LINTON

8:45 - 9:00 AM: [STUDENT PRESENTATION](#) REDPATH SINGERS, KAWARTHA PINE RIDGE DSB

9:00 - 10:15 AM: [KEYNOTE](#) DESMOND COLE

10:15 - 10:30 AM: BREAK

10:30 AM: OPSOA ANNUAL GENERAL MEETING – **FOR ACTIVE OPSOA MEMBERS ONLY**

### ***Student Presentation: RedPath Singers***

The RedPath Singers are a group of students from Lakefield District Public School, Kawartha Pine Ridge DSB on the traditional territory of the Michi Saagiig Nishnaabeg (Mississauga Ojibwe). The students are a beautiful mix of Indigenous and non-Indigenous students from grades 4-8. The group has been singing together for 10 years. Our intention is to bring education and healing about the gifts of the big drum and hands drums to our audiences and share the teachings that we have received. The lead singers, who have made this happen for the last 10 years, are Adrian Webb, Merritt Taylor, Deanna Jacobs and Jolene Moriarty.

### ***Keynote: Desmond Cole***

Desmond Cole is a Canadian journalist, activist, author, and broadcaster who lives in Toronto, Ontario. He was previously a columnist for the *Toronto Star* and has written for *The Walrus*, *NOW Magazine*, *Torontoist*, *The Tyee*, *Toronto Life*, and *BuzzFeed*. Desmond's activism has received national attention, specifically on the issues of police carding, racial discrimination, and dismantling systemic racism.

Desmond was the subject of a 2017 CBC Television documentary, *The Skin We're In* and also hosted a radio show on *Newstalk 1010* from 2015 to 2020. His first book, *The Skin We're In: A Year of Black Resistance and Power*, was released in January 2020 and became the bestselling Canadian book that year.