

**Ministry of
Education**

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In recent years, school boards have made great strides to create schools and classrooms that are safe and welcoming. However, we recognize that our education system, like other institutions, is still not free of all forms of discrimination, and that as a result, not all students are realizing their full potential. Our efforts to improve educational outcomes must recognize these realities and we must work to dismantle the practices and policies that underpin the systemic barriers that continue to disadvantage particular communities of students.

It is with this context that we are sharing a draft overview (Attachment 1) of a new school board planning tool, the *Board Improvement and Equity Plan (BIEP)*. Demographic data can play a powerful role in advancing equity. With a clearer understanding of who their students are, school boards can more precisely identify where gaps in achievement between groups of students exist and where policies and programs have different and adverse impacts on particular communities of

students.

Executive Director and Secretary-Treasurer, Association des enseignantes et des enseignants franco-ontariens (AEFO)

General Secretary, Ontario English Catholic Teachers' Association (OECTA)

General Secretary, Elementary Teachers' Federation of Ontario (ETFO)

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Au cours des dernières années, les conseils scolaires ont accompli de grandes avancées en vue de créer des écoles et des salles de classe sécuritaires et accueillantes. Toutefois, nous reconnaissons qu'à l'instar d'autres organismes, notre système d'éducation n'est toujours pas exempt de toute forme de discrimination et, qu'en conséquence, nous savons que certains élèves ne réalisent pas leur plein potentiel. Dans le cadre des efforts que nous déployons afin d'améliorer les résultats scolaires, nous devons tenir compte de ces réalités et nous efforcer de démanteler les pratiques et les politiques qui sous-tendent les obstacles systémiques qui continuent à

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