

HALIFAX REGIONAL SCHOOL BOARD Diversity Management Report

- PURPOSE:** To provide the Governing Board with an update on Diversity Management initiatives October 2012 to June 2013
- BACKGROUND:** Diversity Management is acknowledging and valuing the similarities and differences of all staff and students when planning programs, policies and assigning resources. The Diversity Management Policy (D.009) requires an annual update to the governing board on activities and initiatives related to the policy.
- CONTENT:** A new Coordinator, Diversity Management was appointed in October 2012. The primary focus for Diversity Management has been on the implementation of the Harassment policy, training sessions for educators and students, reviewing related policies and identifying needs for a new Diversity Management plan.
- The Coordinator, Diversity Management is guided by the Diversity Management Policy which designed to achieve a qualified workforce that reflects the diverse communities served by the Halifax Regional School Board, and ensures environments of inclusion and respect.
- Procedures of the Policy require the Superintendent to provide the Governing Board with information on:
- 1) Current and Accurate Data:**

Halifax Regional School Board has used a variety of methods to support staff self-identification. Data on the diversity of staffing for HRSB is collected on a voluntary basis in the following ways:

 - The HRSB Workforce survey is provided to all new employees
 - Careers @ HRSB collects resumes and individuals may choose to fill out the self-identification questions. This allows us to support equity hiring as directed by the governing board
 - In 2012-13 the Halifax Regional School Board and the Black Educators Association worked together on an African Nova Scotian teacher self-identification project. From this, 83 individuals self-identified as being of African Nova Scotian descent.

Work continues on identifying a process that will give HRSB a better picture of the complement of diverse employees within the system.
 - 2) Strategic Planning and Management:**

HRSB approved a five year Diversity Management Plan in 2008. The Diversity Management Plan included strategies and goals that addressed the following employment systems: recruitment, selection and retention. As per the Diversity Management Policy, a new plan will be developed for 2013-2018. Significant accomplishments of the 2008-2013 Diversity Management Plan include:

- All Principals and Managers were provided with professional development on “Hiring Best Practices” - including job posting, pre-screening, interviewing, conducting reference checks and employee orientation.
- ½-day professional development was designed and delivered to Human Resources staff by the Diversity Management Coordinator
- Established an orientation program for central office staff groups. An on-line orientation program was implemented in the Fall 2011
- A standardized application was developed and is used in Careers at HRSB for all positions.
- Lunch and Learn opportunities were offered to all central office staff

3) Promotion:

- An update of the Diversity Management sections of the HRSB website is in progress. This would include removing dated information, adding visuals, and ensuring all links are live and relevant.

4) Training and Development:

Professional development in cultural competence, harassment and human rights was provided to various groups of staff and students:

- Cultural competence professional development session for John Martin Junior High staff
- Half-day Harassment Policy education sessions to:
 - RCH and Sexual Harassment Liaison Volunteers
 - Leadership Development Program participants
 - Operations Supervisors
 - Age-appropriate Harassment Policy education sessions for students at Gorsebrook, Clayton Park and Oyster Pond schools

5) Harassment Policy Implementation/Mediation:

In accordance with the Harassment Policy section 5.2.2, harassment complaints are forwarded to the Coordinator, Diversity Management.

- From September 2012 to May 2013 there were a total of 90 student-to-student harassment complaints in the areas of homophobia, sexual harassment, racial harassment and non-diversity related harassment. From September 2011 to June 2012 there were a total of 96 complaints. The numbers of complaints are decreasing slightly, in part due to the significant work done at the school level by the voluntary RCH/Sexual Harassment liaisons at each school.
- Regular mediation services were provided throughout the board

COST: N/A

FUNDING: N/A

TIMELINE: From October 2012 to June 2013.

APPENDICES: N/A

RECOMMENDATIONS: The Board receives this Report for information.

COMMUNICATIONS: N/A

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To: Senior Staff, June 10, 2013
Board, June 19, 2013