

HALIFAX REGIONAL SCHOOL BOARD Diversity Management Report

- PURPOSE:** To provide the Governing Board with an update on Diversity Management initiatives October 2013 to June 2014
- 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:** The primary focus for Diversity Management has been on the administration 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 is 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 Halifax Regional School Board is collected on a voluntary basis in the following ways:

 - The Halifax Regional School Board Workforce survey is provided to all new employees
 - Careers @ HRSB is an online job application system whereby individuals may choose to fill out the self-identification questions. This allows us to support equity hiring as directed by the governing board

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

The Halifax Regional School Board 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 is being developed.

The Halifax Regional School Board has been leading an Aboriginal/African Nova Scotian Teacher taskforce. The group has

included representation from around the province and has been discussing the barriers faced and resources needed to address the employment of Aboriginal and African Nova Scotian Educators. The group will be developing recommendations to bring forward to their respective boards, academic institutions and government departments. Final report is expected for Fall 2014.

3) Promotion:

- The Diversity Management sections of the HRSB website was updated including 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:

- Support was provided to a variety of schools in the area of diversity and cultural competency. This ranged from supporting educators to work with students to hosting sessions in schools with students from grades 4 to 6
- Half-day Harassment Policy education sessions for RCH and Sexual Harassment Liaison Volunteers

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 2013 to May 2014 there were a total of 75 student-to-student harassment complaints in the areas of homophobia, sexual harassment, racial harassment and non-diversity related harassment. This represents a decrease in 15 reports from the previous year. The numbers of complaints are continuing to decrease due to the significant work done at the school level by the voluntary RCH/Sexual Harassment liaisons at each school.
- Mediation services were provided as necessary

COST: N/A

FUNDING: N/A

TIMELINE: From October 2013 to June 2014.

APPENDICES: N/A

RECOMMENDATIONS: The Board receives this Report for information.

COMMUNICATIONS: N/A

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To: Senior Staff, June 2, 2014
Board, June 25, 2014