

# Learner Diversity & Equity Committee 2022-2023 Annual Report



## From:

Kalyn MacAskill – Chair – ADTP  
Ivonne Bayona – Senator Patrick Burns  
Sarah Beech – Willow Park  
Barb Greaves – Colonel J Fred Scott  
Kathy Hoehn – District Representative  
Satnaum Mead – Centennial High School  
Keshini Senanayake – Nelson Mandela  
Janet Strilchuk – Executive Representative  
Tara Vandertoorn – Lakeshore School

---

During the 2022-2023 year, LDEC accomplish the following:

### Calgary Pride

- LDEC started the year off by attending Pride Brunch in Support of Camp fYrefly at the Westin Calgary. The committee carried on its tradition of selling knit rainbow toques and scarves made by committee member Barb Greave's mother, with all funds raised going directly to camp fYrefly. The hats and scarves were a hit and through this, the committee was able to raise roughly \$1000 to support sending kids to camp.
- LDEC members were invited to march in the Calgary Pride Parade alongside Local 38 and Local 55 members. Information for those interested in marching was shared through the Teacher GSA network but there were many individuals seeking out this information who were not part of this network. The committee plans to share this information out with all Local 38 members for the *2023 Pride Parade*. There was a great showing totaling approximately 100 teachers and their families who walked in the parade. The feeling at the parade was electrifying and the support/appreciation for teachers from the public was evident.
- LDEC has applied for the *2023 Pride Parade* and looks forward to the opportunity to participate.

### Scholarships

- LDEC was pleased to be able to award all three scholarships this year. LDEC received five applicants for the Black Canadian Merit Award, two applicants for the John Laurie Scholarship, and seven applicants for the LGBTQ2S+ Scholarship.
- LDEC sought to change the title of the "Black Canadian Merit Award" to the "Black Canadian Scholarship" in order to better align with the title and purpose of the two previously established scholarships offered through LDEC; this change was approved by CSR. LDEC also sought to change the title of the "LGBTQ2S+ Scholarship" to the "2SLGBTQQIA+ Scholarship" as this change aligns with the shift in acronym use that has been widely accepted within the 2SLGBTQQIA+ community and in academia; this change was approved by CSR.
- At the time of this report, there have been two applicants for the Black Canadian Scholarship, four for the 2SLGBTQQIA+ Scholarship, and zero applicants for the John Laurie Scholarship. Receiving applications has been a historical challenge. The committee has discussed at length how to better promote the existence of these scholarships in hopes of more applicants. Scholarship information was sent to all CBE high schools to share with their students. In May, the group discussed strategies for next year which included creating posters for schools to display with QR codes that would guide students directly to the application as well as creating a digital display for schools to work into slideshows that play in common student areas.

### Teacher GSA

- The Teacher Gender and Sexuality Alliance began to meet in-person for the first time since going virtual in response to the Covid-19 pandemic. In order to promote equity, all monthly meetings were offered as a hybrid model.
- The group engaged in a book share, where those who attended were encouraged to bring a favourite book related to all things 2SLGBTQQIA+. The group was able to generate a document with all books that individual brought to the table which was then shared with TGSA members. From this activity, the inaugural TGSA book club was established. The TGSA coordinated a book club on the novel "The House in the Cerulean Sea" by T.J. Klune and purchased/delivered novels to 10 participants.
- The TGSA plans to have their last meeting in June as a year-end social. Details are still in the works and will be shared with members in the June CSR announcements as well as in *Local Lines*.

### Anti-Racist Teacher Network (ATN)

- The ATN continued their momentum from the previous year and accomplished an incredible amount of work. The ATN continued publishing their monthly newsletters and started a book club, both of which were available for all Local 38 members.
- The ATN organized and carried out multiple professional development opportunities for the ATN/Local 38 members. Sessions included Anti-Black Racism and Islamophobia in Education with Dr. Muna Saleh and Rebecca Foshole-Luke, Unconscious Bias Awareness and an Exploration of the Intersections of Race and Gender Diversity with Anda Fabriig from the Queer Education Foundation, Islamophobia in Canadian Schools with the National Council of Canadian Muslims, and Diversity, Equity, and Inclusion Leadership Workshop with Dr. Andrew B. Campbell (aka Dr. ABC).
- LDEC's budget line for Anti Racism Initiatives was not able to support all of the initiatives that the ATN hoped to host. As a result, an over expenditure was approved through executive. LDEC requested an increase in the Anti Racism Initiatives budget line for the 2023/24 budget and this was approved.

### LDEC Leaders

- LDEC continued with the "LDEC Leaders" initiative from the previous year, and it continues to be well received. This initiative involves a monthly nomination of teachers who are engaging in promoting diversity, equity and inclusion in their schools. Each month correlated with a theme selected by LDEC. Themes included National Day of Truth and Reconciliation, Global Diversity Awareness Month, Transgender Day of Remembrance, Disability Awareness Month, Black History Month, International Women's Day, Autism Awareness Month, and Asian Heritage Month. Teachers who were nominated were then entered into a draw to receive a stack of books related to the theme of which they were nominated.

### Authentic Learning at Tsuut'ina

- LDEC warmly welcomed retired teacher and former LDEC member Peggy Townsend to October's meeting. Peggy provided historical information on LDEC's budding relationship with the Starlight Family on Tsuut'ina Nation and provided information on what options were available for LDEC to proceed with for providing authentic learning experiences on Tsuut'ina Nation for Local 38 members. From this, LDEC was able to offer seven sessions to Local 38 members on the topics of history, art, storytelling and food, the buffalo, tipi teachings, medicine walk, and Indigenous games. Participants provided rich feedback speaking to the value of this programs offered. All sessions took

place at the Brown Bear Woman Events Center. LDEC's budget line dedicated to Indigenous Education was not able to support all seven sessions and as a result, LDEC requested an over expenditure through CSR. This over expenditure was approved and LDEC has adjusted their budget line accordingly for the 2023/24 budget.

- LDEC won "The Alberta Teachers' Association 2019 Indigenous Education Award" and in recognition of this award was gifted a blanket from *Walking Together Education for Reconciliation*. This award was in direct response to the pilot of "Authentic Learning at Tsuut'ina" which took place in 2019 but was subsequently paused due to the pandemic. As a result, LDEC was not able to share this award with the Starlight Family. The award would not have been possible if not for the Starlight family and the committee was in full support of purchasing a blanket and holding a blanket ceremony. This is planned for June 2023 and will not only serve to share the award with the Starlight Family, but also solidify the relationship between LDEC/Local 38 and the Starlight Family.
- LDEC experienced some logistical challenges with date selection and attendance. The committee has documented these challenges and will adjust accordingly for next year.
- LDEC and PD are exploring the option of collaborating on this initiative in the years ahead. PD chair Sophie Chen attended a session in December to see the space and meet the Starlight Family.

### **DEHR Conference**

- LDEC sent six members to the ATA Provincial Diversity, Equity and Human Rights Conference. This was held at Barnett House in Edmonton on April 27th and 28th. Members attended various sessions and valued the time spent together at the conference. LDEC was excited to have committee member Keshini Senanayake represent Local 38 alongside an additional two Local 38 members in a panel discussion titled "Uncovering the Experiences of Racialized Teachers in Alberta".

### **CCTCA**

- LDEC was represented at the Local 38 booth at CCTCA in the form of having buttons made by the ATN available for anyone who wanted one as well as having pride pins available as a prize option on the wheel of prizes. Both the buttons and the pins received positive feedback and LDEC looks forward to future involvement with the booth at CCTCA.

### **T-Shirt Collaboration with Political Action Committee (PAC)**

- LDEC has partnered with PAC to create pride-themed t-shirts. The t-shirts are being made by Calgary based company Local Laundry. LDEC and PAC hope to reveal the t-shirts at the June 2023 CSR. This is a limited-edition order with only 100 t-shirts ordered.

### **Communications**

- LDEC was appreciative to have the support of a communications liaison this year. The communications liaison supported LDEC through promoting our events via social media to ensure opportunities were shared with individuals through multiple avenues. The communications liaison also created monthly social media posts highlighting dates of significance for each respective month. There has been positive feedback from members regarding the dates of significance and LDEC aspires to continue this next year.

### **Grant List**

- Following a request from a Local 38 Member, LDEC plans on generating a list of grants available for schools to apply to in order to fund diversity/equity related student-groups within their schools. LDEC plans to create a list that can be easily accessed through the local website in order to support teacher sponsors for these groups.

It has been a privilege to engage in this work and serve Local 38 members. This dynamic committee accomplished amazing things this year in the name of diversity, equity and human rights and I look forward to the year ahead.

Respectfully submitted,

Kalyn MacAskill

KM/an