



## SASKATCHEWAN HUMAN RIGHTS COMMISSION

### Reporting Guidelines for K to 12 Education Equity Plans 2011-12 Academic Year

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Education Equity is a program response to concern about high drop-out rates of Aboriginal students. Plans approved under section 47 of the *Saskatchewan Human Rights Code* focus on initiatives directed at curriculum, school policy and practice, staff education, parental involvement, anti-discrimination measures, efforts to increase the representation of Aboriginal teachers and non-teaching staff and many other creative initiatives designed by approved divisions. For purposes of monitoring K to 12 education equity plans for the 2011-12 academic year, please provide the following information by **September 30, 2012** to the Saskatchewan Human Rights Commission. Commission approval of your plan will extend following the receipt of the report in the requested format.

1. **Data on Aboriginal students & Aboriginal teaching / non-teaching staff** (see attached tables). Please note that the sample tables included refer to Aboriginal students / staff only. Your division may provide additional data relevant to other students who experience barriers to educational success.
2. **A brief description of significant activities/initiatives** as part of your school division's equity plan within the past year. Please address the following topics:
  - a. activities or approaches contributing to school success for Aboriginal students;
  - b. activities promoting an inclusive school environment for Aboriginal and other students (e.g. anti-harassment & anti-discrimination policies), parental involvement, activities promoting cross-cultural awareness, Treaty education);
  - c. recruitment, retention and promotion of Aboriginal teaching and non-teaching staff;
  - d. efforts to partner with other school divisions, Band/Tribal Councils or other organizations to promote positive school experiences for Aboriginal students;
  - e. measures addressing physical accessibility and other accommodations; and
  - f. future planning and priorities.

Thank you for your cooperation and continued commitment to equity in education. If you have any questions, please contact Heather Monus, Community Engagement Consultant, at (306) 787-7105. E-mail electronic reports to [shrc@gov.sk.ca](mailto:shrc@gov.sk.ca) and mail paper copies to:

Saskatchewan Human Rights Commission  
Suite 816, Sturdy Stone Building  
122 - 3<sup>rd</sup> Avenue North  
Saskatoon, SK  
S7K 2H6

Education Equity Report Template: 2011-2012

1. **Name of school division.**
  
2. **Description of the social/geographical characteristics of school division:** (e.g. urban, rural; range of student enrolments in the division’s schools; range of Aboriginal enrolments in division’s schools; and proximity to and relationship with First Nations & Métis communities).
  
3. **Description of significant activities/initiatives** as part of your equity plan within the past year. Please address the following topics:
  - a. activities or approaches contributing to school success for Aboriginal students;
  - b. activities promoting an inclusive school environment for Aboriginal and other students (e.g. anti-harassment & anti-discrimination policies), parental involvement, activities promoting cross-cultural awareness, Treaty education);
  - c. recruitment, retention and promotion of Aboriginal teaching and non-teaching staff;
  - d. efforts to partner with other school divisions, Band/Tribal Councils or other organizations to promote positive school experiences for Aboriginal students;
  - e. measures addressing physical accessibility and other accommodations; and
  - f. future planning and priorities.
  
4. **Table 1 - Representation of Aboriginal Staff & Students:** date collected

Totals	Total of staff	# of Aboriginal Staff	% of Aboriginal Staff
Students			
Teachers			
Non-Teaching staff			

5. **Table 2 - Student Graduations within School Division:** date collected

Division Totals (Gr.12)	Total # of Students	# of Aboriginal Students	% Aboriginal Students
Enrolled Sept/2011			
Graduated June /2012			