

Considerations for program planning

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Human Rights, Equity, and Inclusive Education

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A positive, inclusive, equitable, and non-discriminatory elementary and secondary school experience is vitally important to a student's personal, social, and academic

development, to their future economic security, and to a realization of their full potential. Human rights principles recognize the importance of creating a climate of understanding and mutual respect for the dignity and worth of each person, so that each person can contribute fully to the development and well-being of their community. Indeed, human rights law guarantees a person's right to equal treatment in education. It requires educators and school leaders to prevent and respond appropriately to discrimination and harassment, to create an inclusive environment, to remove barriers that limit the ability of students, and to provide accommodations, where necessary.

Ontario's education system, at all levels, must respect diversity, promote inclusive education, and work towards identifying and eliminating barriers to equal treatment in education that limit the ability of students to learn, grow, and contribute to society. Discriminatory biases, harassment, non-inclusive environments, lack of accommodation, systemic barriers, power dynamics, societal poverty, and racism make it difficult for students to acquire the skills they need to be successful, competitive, and productive members of society. Ontario schools aim to improve the academic outcomes and experiences of students who have traditionally not benefited from the promise of public education.

In an environment based on the principles of inclusive education, all students, parents, caregivers, and other members of the school community – regardless of ancestry, culture, ethnicity, sex, disability, race, colour, religion, age, marital or family status, creed, gender identity/expression, gender, sexual orientation, socio-economic status, or other factors – are welcomed, included, treated fairly, and respected. Diversity is valued when all members of the school community feel safe, welcomed, and accepted. Every student is supported and inspired to succeed in a culture of high expectations for learning.

Research has shown that students who do not see themselves reflected in what they are learning, in their classrooms, and in their schools become disengaged and do not experience as great a sense of well-being or as high a level of academic achievement as those who do.

Culturally Responsive and Relevant Pedagogy (CRRP)

In an inclusive education system, students must see themselves reflected in the curriculum, their physical surroundings, and the broader environment, so that they can feel engaged in and empowered by their learning experiences. Students need to experience teaching and learning that reflect their needs and who they are. To ensure

that this happens, educators in Ontario schools embrace *culturally responsive and relevant pedagogy* (CRRP), which recognizes that all students learn in ways that are connected to background, language, family structure, and social or cultural identity.

CRRP provides a framework for building positive environments, improving student responsibility and success, encouraging parent-school relationships, and building strong community connections. It also emphasizes that it is important for educators and school leaders to examine their own biases and to analyse how their own identities and experiences affect how they view, understand, and interact with all students. This can help to prevent discrimination, harassment, and the creation of poisoned environments. Educators are responsible for meaningful teaching and learning that recognizes and responds to *who is in the classroom and the school*.

By knowing “who our students are”, educators and leaders can tailor policies, programs, and practices to better meet the needs of their diverse student populations, to provide accommodation of the needs specified by human rights law, and to ensure that every student has the opportunity to succeed. CRRP involves recognizing that “culture” encompasses various aspects of social and personal identity. It also means acknowledging students’ multiple social and personal identities and the social issues that arise where identities intersect. The CRRP approach is designed to spark conversation and support educators and school leaders as they seek to implement effective equity strategies and policies. Educators are encouraged to engage in meaningful inquiry, in collaboration with colleagues, to address equity issues and the particular needs of the students they serve.

Implementing Principles of Inclusive Education

The implementation of inclusive education principles in education influences all aspects of school life. It promotes a school climate that encourages all students to work to high levels of achievement, affirms the worth of all students, and helps students strengthen their sense of identity and develop a positive self-image. It encourages staff and students alike to value and show respect for diversity in the school and the broader society. Inclusive education promotes equity, healthy relationships, and active, responsible citizenship. The absence of inclusive approaches to education can create discriminatory environments, in which certain individuals or groups cannot expect to receive fair treatment or an equitable experience based on aspects of their identity.

Teachers can give students a variety of opportunities to learn about diversity and diverse perspectives. By drawing attention to the contributions and perspectives of historically marginalized groups, and by creating opportunities for their experiences to

be affirmed and valued, teachers can enable students from a wide range of backgrounds to see themselves reflected in the curriculum. It is essential that learning activities and materials used to support the curriculum reflect the diversity of Ontario society. In addition, teachers should differentiate instruction and assessment strategies to take into account the background and experiences, as well as the interests, aptitudes, and learning needs, of all students.

Interactions between the school and the community should reflect the diversity of both the local community and the broader society. A variety of strategies can be used to communicate with and engage parents and members of diverse communities, and to encourage their participation in and support for school activities, programs, and events. Family and community members should be invited to take part in teacher interviews, the school council, and the parent involvement committee, and to attend and support activities such as plays, concerts, co-curricular activities and events, and various special events at the school. Schools need to be prepared and ready to welcome families and community members. Schools may consider offering assistance with child care or making alternative scheduling arrangements in order to help caregivers participate. Special outreach strategies and encouragement may be needed to draw in the parents of English language learners and First Nations, Métis, or Inuit students, and to make them feel more welcomed in their interactions with the school.