

A group of approximately 20 student leaders are posing for a group photo in a room with exposed wooden beams and tables. They are wearing various colored hoodies (red, green, yellow, blue) and are smiling. The room has a rustic feel with wooden accents and a chandelier with five lit candles hanging from the ceiling. In the background, there are tables with white tablecloths and chairs, and an "EXIT" sign is visible on the wall.

Council of Student Leaders Meeting Update

(March 26th & 27th) & (May 6th)

TUESDAY ITINERARY

- Storytelling by Sarah Francis
- Digging Into the Data (Group Work)
- Guest Speaker – Matthew Martin from BLMNB

INTERVIEW FEEDBACK

- **What was Validating?**

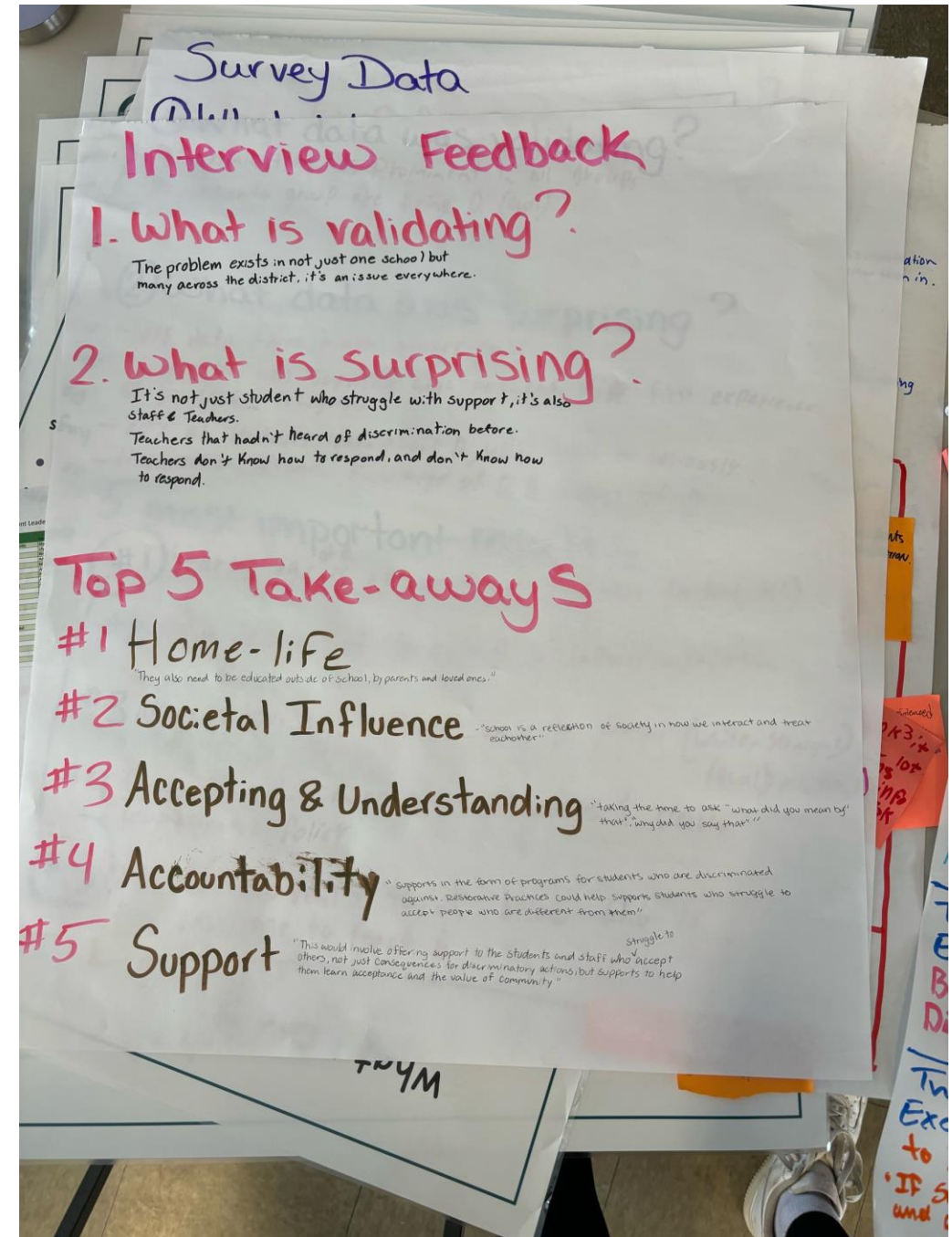
The problem exists across the district not just one school, and issue everywhere.

- **What was Surprising?**

Staff are also struggling with support

That teachers hadn't seen the discriminations

And teachers don't know how to respond to discrimination.



TOP 5 Take-aways

#1 – Home life

#2 – Societal Influence

#3 – Accepting and Understanding

#4 – Accountability

5 – Support

• Quotes

- #1 “ They also need to be educated outside of school, by parents and loved ones”
- #2 “School is a reflection of society in how we intersect and treat each other”
- #3 “Taking the time to ask ‘ what did you mean by that’ ‘ why did you say that’“
- #4 supports in the form of programs for students who are discriminated against. Restorative practices could help support students who struggle to accept people who are different from them”
- #5 “This would involved offering support to Tehran students and staff who struggle to accept others, not just consequences for discriminatory actions, but supports to help them learn acceptance and the value of community”

ELEMENTARY FEEDBACK TOP 5 THEMES

- #1 Helping/Asking for help
- #2 Including
- #3 Standing up to bullies
- #4 Kindness/Asking to be friends
- #5 Accountability/Saying sorry

• QUOTES

- #1 “If they fall down we help them and love them every time” & “If someone is hurt, go get them a bandaid”
- #2 “Celebrate their birthday with cake and cupcakes”, “Ask if they want to teach you their language” & “Ask people if they want to play basketball”
- #3 “Say ‘ don’t hurt the girl every time’”, “be an upstander instead of a bystander” & “Distract the bully”
- #4 “If they didn’t have any friends, ask them to be your friend” & “If someone is sitting alone, you can say ‘come play’ “
- #5 “Go get a big person and ask them to make the bully stop” & “Say sorry, we didn’t mean to hurt your feelings”

FREQUENCY

- #1 - 31+
- #2 - 44
- #3 - 20
- #4 - 53
- #5 - 10

Elementary Feedback. Top 5 Themes.		Frequency
Theme #1 Helping/asking for help.	Examples If they fall down we help them and love them every time If someone is hurt, go get them a band-aid	31+
Theme #2 Including	Examples Celebrate their birthday with eat cake and cupcakes Ask if they want to teach you their language Ask people if they want to play basketball	44
Theme #3 Standing up to bullies	Examples Say "don't hurt the girl everytime" Be an upstander in stead of a bystander Distract the bully	20
Theme #4 Kindness/asking to be friends	Examples If they didn't have any friends, ask them to be your friend. If someone is sitting alone, you can say "Come play" and ask to be their friend	53
Theme #5 Accountability/Saying Sorry.	Examples go get a big person and ask them to make the bully stop. Say sorry, we didn't mean to hurt your feelings.	10

SURVEY DATA

- **What was validating?**

Discrimination is prominent in all groups

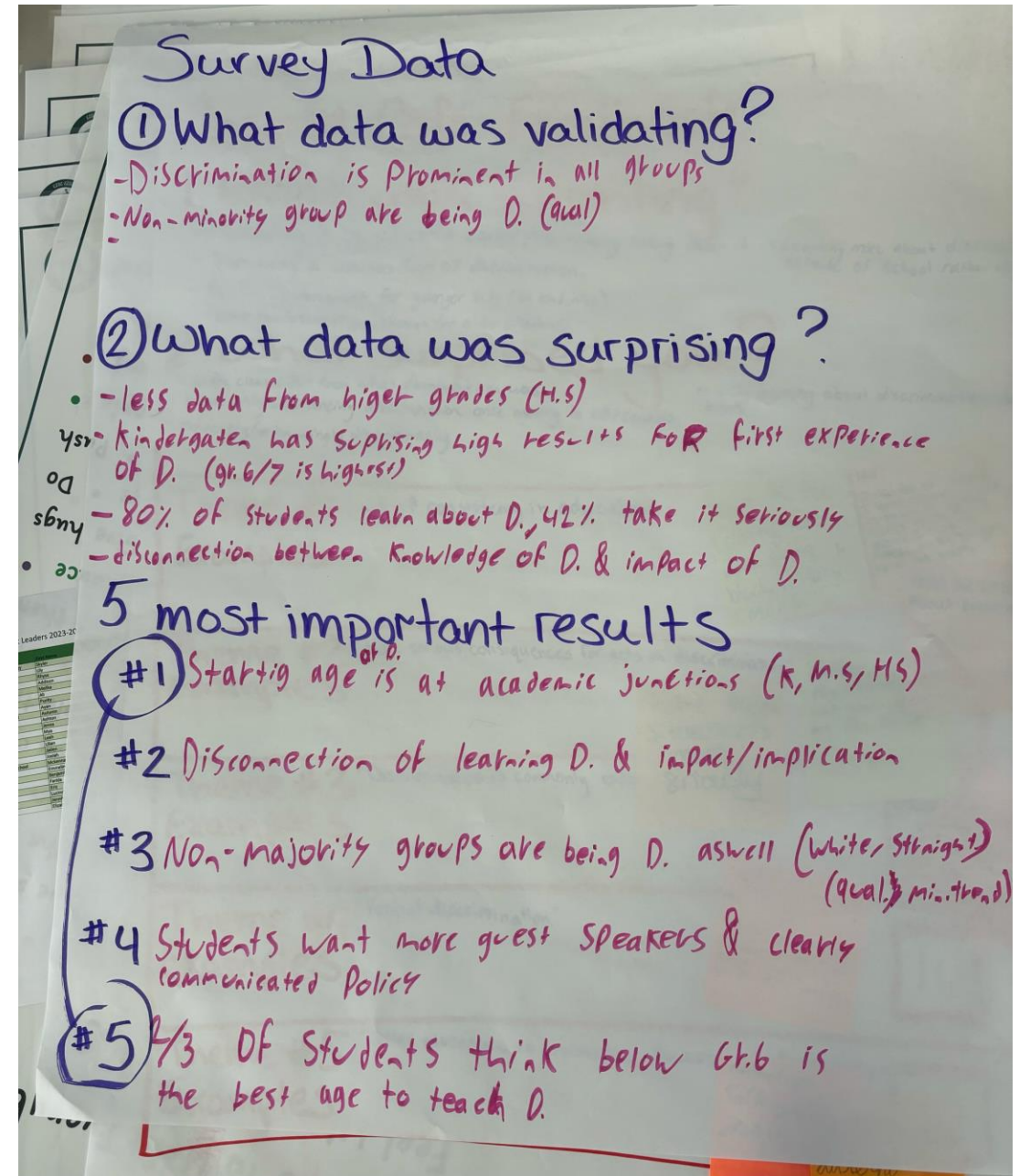
non minority are being discriminated

- **What data was surprising?**

Less data from higher grades, kindergarten has high results for first experience of discrimination

80% of students learn about discrimination and 42% take it seriously

disconnect between the knowledge and impact



TOP 5 TAKEAWAYS

- #1 Starting age of discriminations is at academic junctions
- #2 Disconnection of learning discrimination and the impact and implication
- #3 Non-majority groups are being discriminated as well as well.
- #4 Students want more guest speakers and clearly communicated policy's
- #5 2/3 of students think the best time to teach about discrimination is before grade 6

WORLD CAFÉ FEEDBACK

• What was validating

Students want to be educated and normalize talking about discrimination

Slurs are a common form of discrimination

Positive reinforcement for younger kids

Negative reinforcement/punishments for older students

Learning morning about discrimination outside of school rather than in school

• What surprised you?

An entire class didn't know about discrimination

People only experiencing discrimination once moving to NB/Canada

Indirectly/Unknowingly discriminating

Only learning about discrimination during events

World Café Feedback

1. What was validating?

- Wanting to be educated earlier/normalize talking about it.
- Slurs being a common form of discrimination.
- Positive reinforcement for younger kids (be kind, nice)
- Negative reinforcement/punishment for older students
- Learning more about discrimination outside of school rather than in.

2. What surprised you?

- entire class didn't know what discrimination was
- people only experiencing discrimination once moving to NB/Canada.
- indirectly/unknowingly discriminating
- only learning about discrimination during events

Theme #1 "Lack of consistency in education"

Examples

- A lot of our learning took place during black history month
- No, Outside of classes I hear about it, but in class it rarely comes up in our lessons. I think it needs to be brought up a lot more.
- Teach the students about discrimination.

Theme #2 "More serious consequences for acts of discrimination"

Examples

- Take these situations more seriously.
- Better Punishment not just a on the wrist

Theme #3 "Discrimination is commonly expected"

Examples

- SLURS ARE TOO NORMALIZED!
- They're practically treated like regular swear words in school/social settings
- I think that's a lot more info from Tik Tok than school

Theme #4 "Verbal discrimination"

Examples

- 16

Theme #5 "Better education to normalize discussion"

Examples

- Normalize talking about it daily
- Teach us about different cultural backgrounds

TOP 5 TAKEAWAYS

- #1 Lack of consistency in education
 - #2 More serious consequences for acts of discrimination
 - #3 Discrimination is commonly experienced
 - #4 Verbal Discrimination
 - #5 Better education to normalize discussing discrimination
- QUOTES
 - #1 “Discrimination rarely comes up in our lessons, I think it needs to be brought up a lot more” & “A lot of our learning takes place during Black History Month”
 - #2 “Take these situations more seriously” & “Better punishment not just a slap on the wrist”
 - #3 “Tik Tok shows a lot of discrimination”
 - #4 “Slurs are too normalized, they are treated like regular swear words in school”
 - #5 “Normalize talking openly” & “Teach about different cultures”

WORLD CAFÉ RESPONSES

- What types of discrimination have you seen happen inside your school?
- Insults towards LGBTQ+
- Slurs
- Micro aggressions in form of jokes
- Ableism
- Body shaming
- Sexism
- Classism
- Stereotypes

① What types of discrimination have you seen happen inside your school?

Homophobia

The word "gay" still being commonly used as an insult 4

Kids getting mad about the pride flag being put up at the school (overheard on the bus) 4

-jokes (racist) played off as jokes even if they are meant. 4

-racial slurs in greeting/simplified NOT OKAY 4

I couldn't go to KFC with my mom because I was scared some one at school would see me and make fun of me. 4

Microaggressions

Calling trans people "Not a real boy/girl" 4

My friend would actively discourage me from exploring my queer identity 4

calling trans men "gay" as slang 4

Throwing around slurs like "it's nothing" 4

Casual mention of harmful stereotypes 4

The reaction's when people find out you're mixed/racism "oh, monkey's slurs are made" 4

Ableism

no people mocking or making fun of disabled students

1 - 0
2 - 0
3 - 1
4 - 23
5 - 1

White People using native accents 4

Showing and bullying based on looks, likes, or other "weird" things 4

Slurs 1

People saying slurs in the halls (racial slurs) 4

ALL OF IT

Generally it's

All kinds - Body shaming - Racism - Homophobia - Transphobia - Classism - Sexism

Not all is racial some is Bg (abul) Ex: "I'm french" - "OH I hate the sound" or "I'm f&st nations" - "OH..." 4

Slurs, whether racially or culturally or directed in the direction of LGBT+ students have become a very common thing. People seem more comfortable in saying these things 4

still commonly used 4

some teachers need updated education on words slurs, "jokes", inappropriate gestures, dead naming 4

cyber bullying 4

The word "That's gay" as well as the f slur. 4

Slurs being said 4

I've heard people say the n word multiple times. They were never back either. 4

The lack of people being punished for discriminating in an effective or severe manner 4

slur miffed, name calling, homophobia, transphobia, sexism, body shaming, f slur on and on. 4

everything you'd expect from an mbrees respects 4

Why online 3 Parents. Learned taught. No one talks about it. We need to talk about it. Fear. Blame. 4

People making fun of others when they don't even know them 4

Racism Sexism Homophobia Transphobia everything 4

The microaggression (jokes) 4

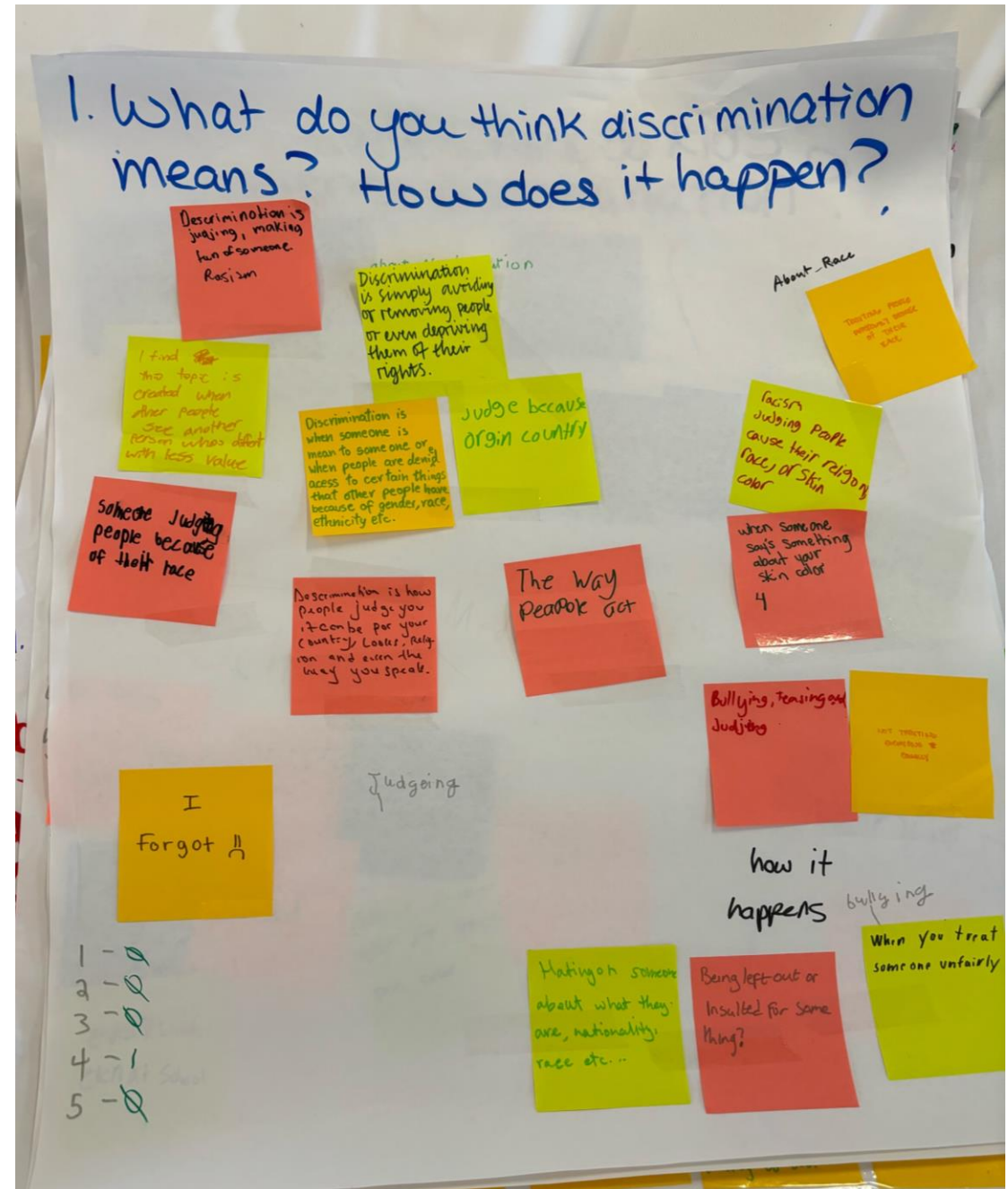
- Chicken
- Bananas
- watermelon
- certain drinks
- foods
- dress
- voice

People making fun of others when they don't even know them 4

Jokes Normalized slurs 4

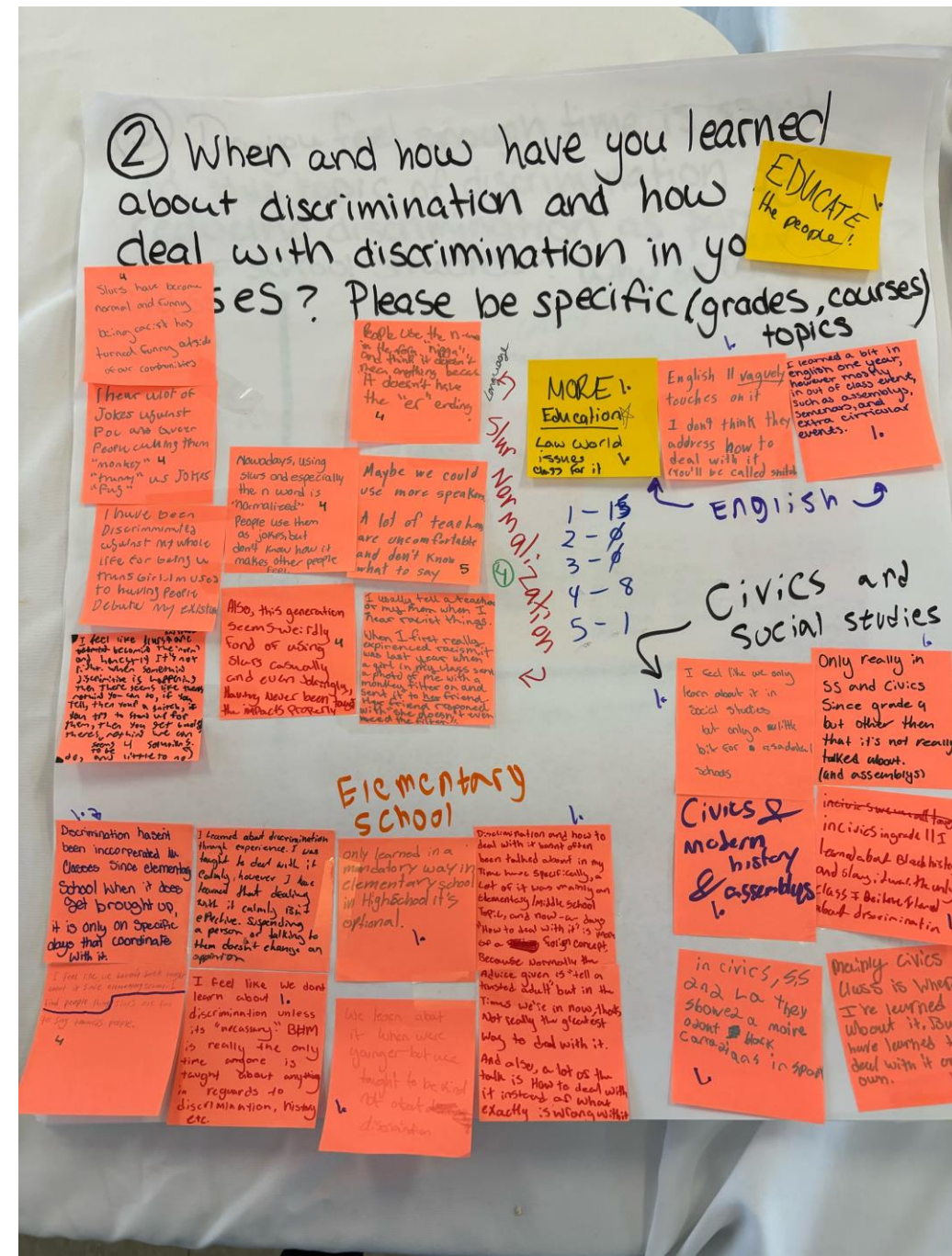
WORLD CAFÉ RESPONSES

- What do you think discrimination means? How does it happen?
- “Judging, making fun of someone”
- “Being left out and insulted”
- “Discrimination is when someone is mean to someone or when people are denied access to certain things that other people have access to because of their gender, race, ethnicity, etc”
- “Discrimination is removing or depriving someone of their rights”



WORLD CAFÉ RESPONSES

- When and how have you learned about discrimination and how to deal with it?
- “Discrimination hasn’t been incorporated in classes since elementary school”
- Civics, Modern History, Assembly’s (Pink shirt day, Orange shirt day, etc) , interactions with friends
- “English vaguely touches on discrimination”
- “Lots of slur normalization which is hard to deal with”
- “How to deal with discrimination often isn’t talked about”
- “Learned through experience, and found that the way it is dealt with currently isn’t helpful”



WORLD CAFÉ RESPONSES

- Do you feel enough time is spent on this topic of discrimination and reducing discrimination as part of your school studies?
- Not enough time in class
- Only talked about during times of celebration and reconciliation
- Skimmed and glossed over
- “No one wants to talk about it”
- “It’s very alienated and people are looked at differently”
- “No! Many students don’t even know what it means, no one taught us”

③ Do you feel enough time is spent on this topic of discrimination and reducing discrimination as part of your school studies? Why or why not?

GROUP 1

learned more from outside exposure

GROUP 2

Skimmed / glossed over

1-5
2-0
3-0
4-0
5-1

Definitely not in the class is a taboo because no one talks about it.

No, not at all! I feel teachers gloss over the topics.

It is not being talked about as much as it should be. We need to be talking about it more.

No I think teachers should talk about this more often to remind others that it's not just one month that's based on this topic.

No, it is not talked about enough so teachers tend to gloss over the topic.

NO! It's very alienated and made queer people to look different than from non queer people

No, very little in curriculum. Teacher specifically said she can't say much about same sex couples because Bill 75

Outside of class yes (ish), but inside of classes not as much it can be awkward

I think it's not talked about enough because it's normally just talked about during BLM or Pride month, etc.

Not particularly. Normally the only time it's really fully discussed is during a time of significance to the group and then it stops afterwards. And on the topic of dealing with it and educating it, it's not really talked about in that sense. A lot of it is just glossed over as if it doesn't actually happen in this school unless it's directly brought to attention.

No, I've never heard talk of discussing.

Only time it's talked about is during that BLM month.

No, I don't really hear anything about discrimination. I think it's not talked about or acknowledged enough.

No, it's rarely discussed outside of isolated units. It should be explored more.

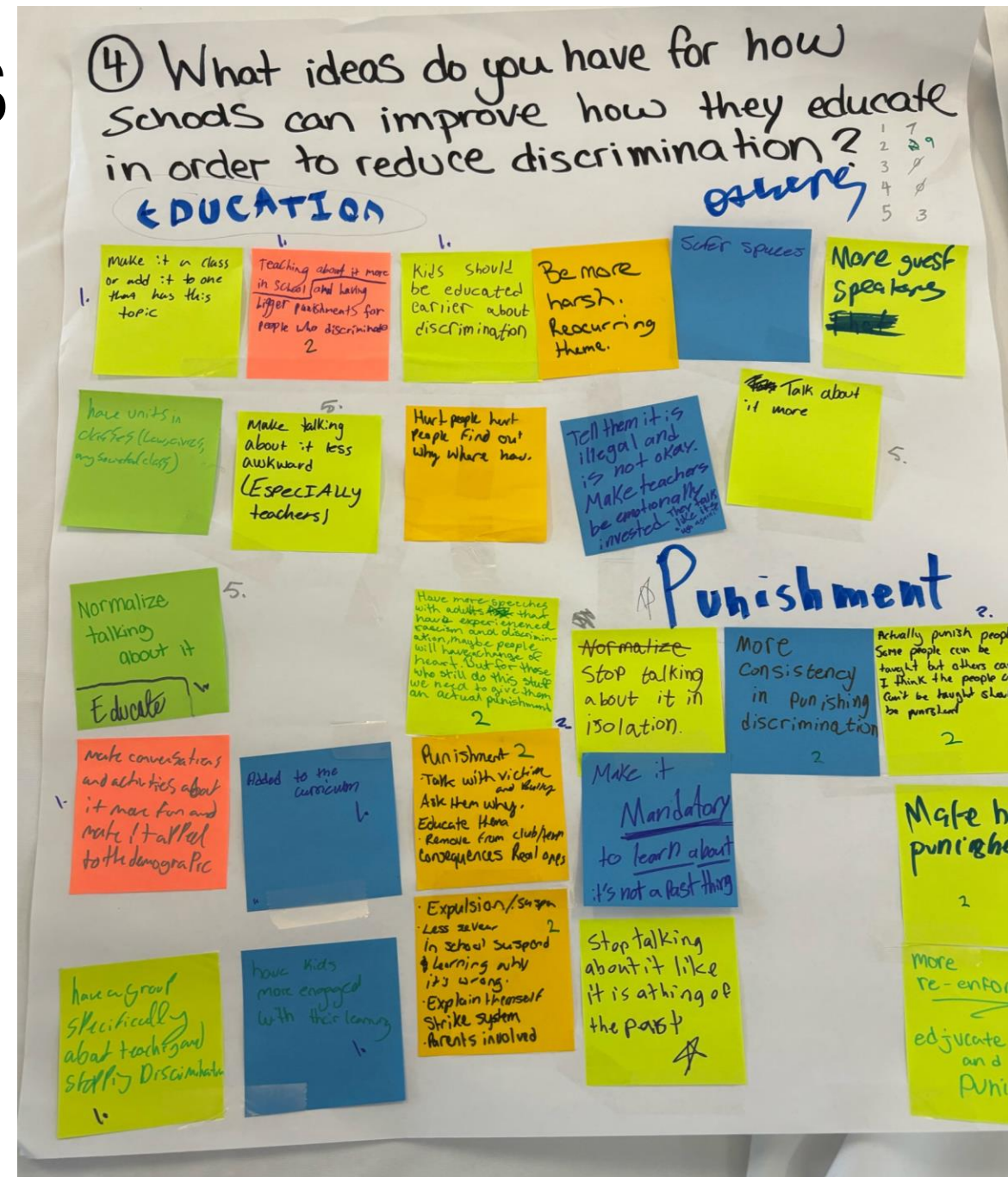
No, it feels like it's a topic that's only focused on for a certain month or day instead of the full year.

only discussed during times of celebration (months, holidays, etc.)

109

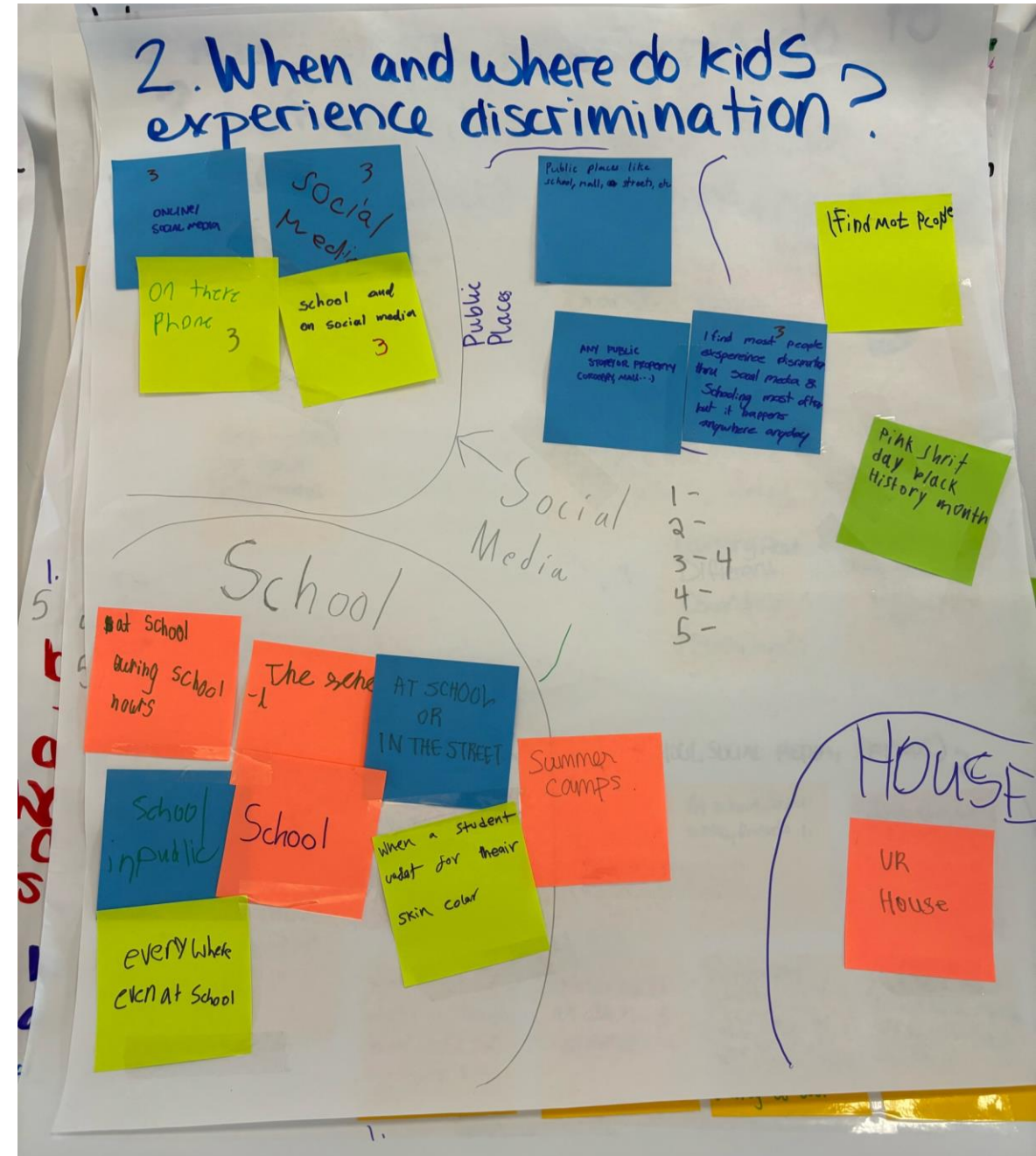
WORLD CAFÉ RESPONSES

- What Ideas do you have for schools to improve how they educate in order to reduce discrimination?
- “Make it a class or add to a class”
- “Normalize talking about it”
- “Outline it in the curriculum”
- “More consistent punishment and communication with the victims”
- More guest speakers
- “Educate students earlier”
- “More guidance councillors to talk with students 1 on 1”
- “Schools should educate about how discrimination is something that happens on a daily basis and normalize the topic”



WORLD CAFÉ RESPONSES

- When and where do kids experience discrimination?
- “Social media”
- “School, in the hallways and in class”
- “Any public place”
- “Summer camps”
- “On the street”
- “Home”
- “Clubs”


















WEDNESDAY ITINERARY

- Guest Speaker – Ben McNamara (Inclusion NB)
- Analysis
- Break off into groups to write recommendations

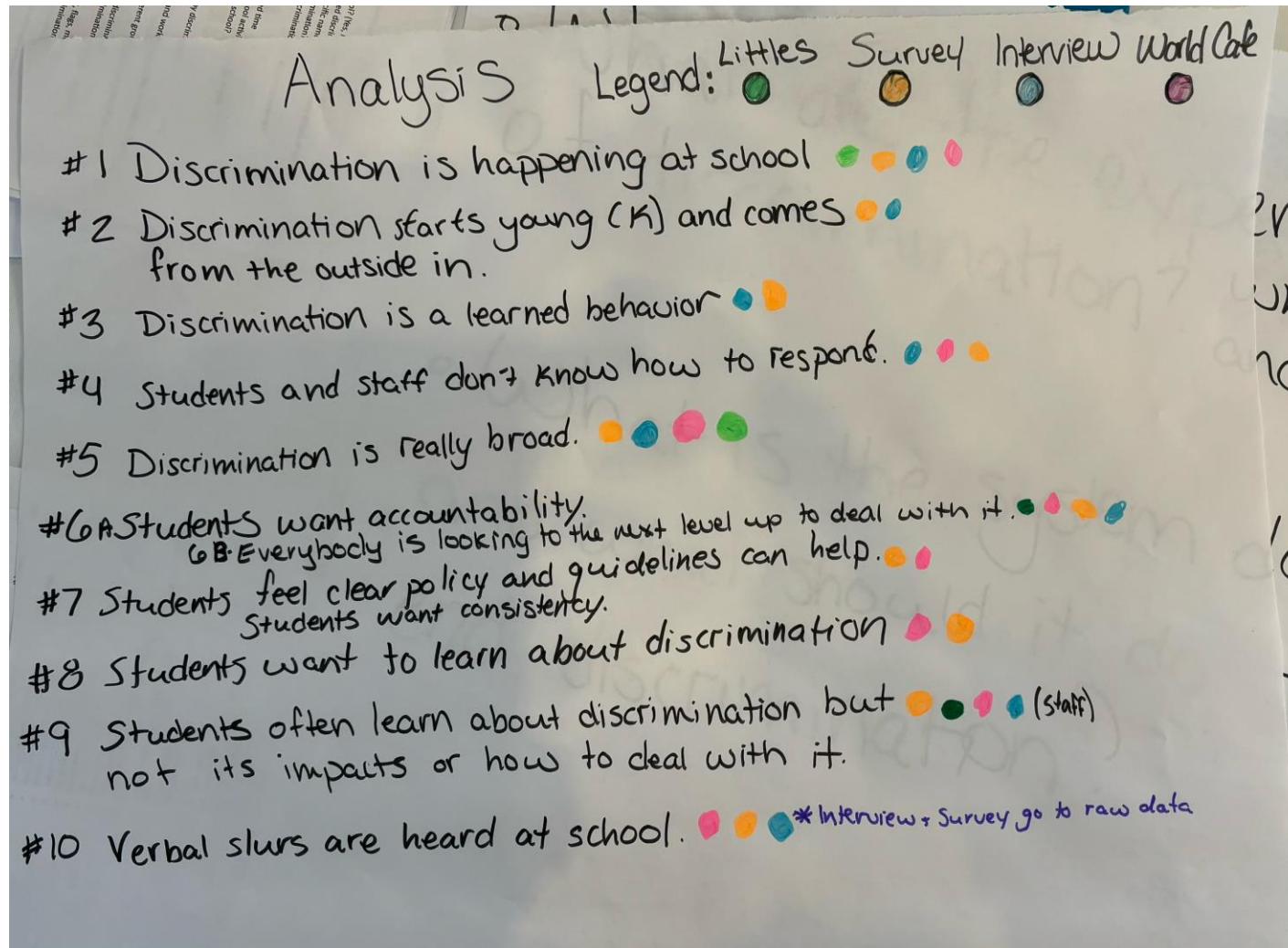
ANALYSIS – COMMON THEMES

- **LEGEND**

- LITTLES – 
- SURVEY – 
- INTERVIEW – 
- WORLD CAFÉ – 

- #1 – Discrimination is happening at school    
- #2 – Discrimination starts young (K) and comes from the outside in  
- #3 – Discrimination is a learned behaviour  
- #4 – Students and staff don't know how to respond   
- #5 – Discrimination is really broad    

ANALYSIS – COMMON THEMES



- #6 - A- Students want accountability B- Everyone is looking to the next level up to deal with discrimination
● ● ● ●
- #7 – Students feels clear policy and guidelines can help, students want consistency
● ●
- #8 – Students want to learn about discrimination ● ●
- #9 – Students often learn about discrimination but not its impacts or how to deal with it
● ● ● ●
- #10 – Verbal slurs are heard at school ● ● ● (interview + Survey got to raw data

MONDAY MAY 6TH

