

KINDERGARTEN TO GRADE 12  
ACTION PLAN FOR  
ETHNOCULTURAL EQUITY  
2006–2008



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## **KINDERGARTEN TO GRADE 12 ACTION PLAN FOR ETHNOCULTURAL EQUITY 2006-2008**

*Kindergarten to Grade 12 Action Plan for Ethnocultural Equity 2006–2008* outlines the Department's plan for implementing a number of initiatives that build capacity for diversity and equity in education. The *Action Plan* results from consultation and dialogue with community and partner organizations in 2003–2004, regarding the draft document, *Diversity and Equity in Education: An Action Plan for Ethnocultural Equity*.

The themes that emerged during the equity and diversity consultations were consistent with many aspects of the discussion paper and the proposed actions. Participants amplified the need for specific actions and refined or pointed to important implementation issues rather than suggesting alternative actions. What came through most clearly was the urgent need to move beyond discussion and to actual action and implementation of the proposed initiatives.

The findings from the consultation sessions, as well as background information on ethnocultural diversity in Manitoba are summarized in a more detailed report, *Belonging, Learning, and Growing: Kindergarten to Grade 12 Action Plan for Ethnocultural Equity*. It is available on the Department's website at <[www.edu.gov.mb.ca/k12/cur/diversity/](http://www.edu.gov.mb.ca/k12/cur/diversity/)>.

The following initiatives comprise the Department's action plan for ethnocultural equity over the next three years.

### **Building Capacity to Respond to the Needs of Diverse Learners**

- **Implement the Kindergarten to Senior 4 ESL Program Review:** The Department is committed to the full implementation of the Kindergarten to Senior 4 ESL Action Plan released in May of 2005. The implementation of several initiatives has begun and includes EAL curriculum development, piloting of the first of a series of Senior Years EAL courses, and the restructuring of the EAL Support Grant and funding enhancements for 2006-2007.
- **Enhance divisional and school planning to build safe and inclusive schools:** A support package and workshop series will be developed and offered, to assist annual divisional and school planning.
- **Integrate anti-racism/anti-bias elements in safe schools initiatives:** A support package on developing intercultural codes of conduct, other safe schools practices, and other resources will be developed.
- **Explore the possibilities for the integration of diversity and equity elements into departmental indicators initiative:** Manitoba will develop educational indicators and data collection strategies that will enable the charting of our progress in reducing educational disparities and meeting the needs of diverse learners.

## **Engaging Parents, Students, and Educators**

- **Launch an informational campaign on diversity and equity:** An informational campaign will be developed to raise the awareness of parents, students, and educators of the need and possibilities for creating a more inclusive and equitable school system.
- **Encourage the learning of additional languages:** A promotional campaign will be developed to ensure that parents, students, and educators are aware of the research on benefits of second language learning, the value of multilingualism, and the opportunities available in Manitoba.

## **Resources for Building Inclusive Schools and Classrooms**

- **Develop/renew curriculum for Aboriginal and International languages:** Through participation in the Western and Northern Canadian Protocol new curriculum frameworks were developed for International languages. Manitoba will continue to work collaboratively with other provinces and partners to develop new curricula and support materials for Aboriginal and International languages.
- **Increase diversity and equity content on the Manitoba Education, Citizenship and Youth website:** The Internet plays an important communication role in our educational system and society. The Department will develop strategies to ensure that its website content visibly and meaningfully reflects diversity, and will launch a new website to provide educators and students with resources to promote diversity, intercultural, and anti-racism education.
- **Provide support documents on diversity and equity in the classroom for compulsory curricula and strategic areas:** Manitoba-specific support materials and other resources will be developed to help teachers and schools address the needs of diverse learners in all subject areas.

## **Policy Renewal and New Guidelines**

- **Renew the Multicultural Education Policy:** Manitoba will renew provincial policies on diversity and equity in education through a consultative and collaborative process. A new policy statement will be developed to meet our current and future needs and guide departmental and educational initiatives.
- **Develop a position statement and funding guidelines to promote multilingual education:** A departmental position statement and funding guidelines will be developed that affirms the value of multilingual education for all students and continues our support for Aboriginal, French, and International languages.
- **Renew guidelines to ensure equitable representation on departmental teams and committees:** Manitoba has taken important steps to make the curriculum development process more inclusive through such mechanisms as the Cultural Advisory Committee that guided the development of the new Social Studies curriculum. The Department will make development teams and other committees more reflective of Manitoba's diversity by implementing practices and strategies that ensure continuous improvement.
- **Establish a project coordination team:** An intra-departmental team will be established to coordinate, manage, and evaluate the implementation of the Action Plan.

## **Enhancing Workforce Diversity**

- **Build a more diverse departmental staff:** Manitoba's recently released Diversity and Employment Equity Policy/Plan provides a basis for increasing diversity in the Department and across government. The Department will implement the new policy and monitor its progress in achieving the targets set.
- **Enhance the inclusion of elements related to Aboriginal and diversity education in Departmental staff professional development plans:** On an annual basis the Department will provide professional learning opportunities for all staff that address issues of equity and diversity.
- **Develop a common strategy to increase diversity in teacher education programs:** The Department will work with faculties of education to develop a provincial strategy to increase the presence of under-represented groups in the faculties of education.
- **Facilitate the evaluation and certification of teachers with credentials from other countries:** Through consultations with Manitoba Labour and Immigration (MLIM) and the Teacher Education and Certification Committee, new certification requirements for internationally trained teachers were developed and implemented in July 2005. Other initiatives undertaken include collaborating with MLIM and the University of Manitoba, Faculty of Education, in the January 2006 launching of a pilot Internationally Educated Teacher Program (IET), and working with the University of Winnipeg to improve evaluation and counselling of internationally educated teachers. The Department will monitor developments and seek other opportunities to remove barriers.
- **Use departmental and government internship programs to promote education as a career:** The Departments of Education, Citizenship and Youth and Advanced Education and Training will use existing government internship programs and youth initiatives to promote education as a career for Aboriginal and culturally diverse youth.
- **Develop professional learning series on inclusive schools and teaching for teachers and administrators:** The Department will collaborate with community organizations and other educational partners to develop resources and enhance professional learning opportunities related to diversity and equity in Manitoba.



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