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THE EDUCATION CENTRE - AURORA

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September 1, 2018

Anthony Anirud  
Human Rights Commissioner

Dear Anthony,

The Board of Trustees and the Senior Team have worked collaboratively with our community to renew our Strategic Plan. As a leadership team, we have aligned the Director's Annual Plan and Board Improvement Plan to meet the priorities and goals outlined by trustees. Additionally, we have successfully put into routine practice the Minister's Directions. In short, our leadership team is poised to align our efforts and work, to collaborate with precision and diligence to ensure positive outcomes are met for students, families and staff.

In your role as Human Rights Commissioner, you investigate and resolve complaints related to the protected grounds in the Human Rights Code. You provide guidance and training to staff so that they may create positive conditions for working, teaching and learning that are free from discrimination and bias. Additionally, you oversee the board's compliance with the Accessibility for Ontarians with Disabilities Act.

To enhance our alignment of purpose, I am asking that you work on the following specific priorities during the 2018-2019 school year that complement your role as Human Rights Commissioner.

- Lead the creation of a department plan that is aligned to the Director's Annual Plan and includes all elements of a logic model inclusive of data and evidence.
- Collaborate with the Associate Director, Schools and Operations to create an Accessibility plan for board sites that outlines the work needed and planned to improve accessibility. Report on this plan to the Accessibility Committee and trustees.
- Develop a professional development plan and learning modules for identified stakeholders that focuses on conducting investigations and gathering evidence, establishing best practices to uphold the Human Rights Code and the newly published Human Rights policy and operating procedure.
- Collaborate with the Manager, Corporate Secretariat and Trustee Services to develop a trustee orientation module for the new board of trustees with topics that will support effective governance and build capacity.
- Embed evidence gathering and monitoring in all elements of your practice.

I ask you to consider the above priorities and develop an implementation plan that includes timelines, outcomes and performance indicators. In our meetings, I will ask that you provide updates to progress as appropriate.

Thank you for your leadership Anthony and I look forward to working alongside you in the 2018-2019 academic school year.

Sincerely,

*Louise Sirisko*

Louise Sirisko  
Director of Education  
York Region District School Board