



Equity Focused Interview Tips

Anti-Black Racism Officer: Carmella Goodridge

The YRDSB is committed to hiring well-prepared, qualified and diverse teacher workforce with the knowledge, skills, and attributes needed to ensure that all students reach their full potential, that respects students' background and social identity.

As you prepare for your interview, consider researching student demographics, school community, equity initiatives, extra-curricular groups, community partnerships and/or the parent council. The more information known about your possible school location, the more prepared you will be to distinguish yourself from other candidates.

[YRDSB Infographics -Student Demographics](#)

1. Learn Equity Key Terms- diversity, inclusion, anti-racism, anti-oppression etc..

- a) **Equity:** a condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.
- b) **Diversity:** the presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status.
- c) **Inclusive Education:** Based on the principle of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honoured and all individuals are respected.

[YRDSB Equity Education](#)

[Culturally Responsive Pedagogy](#)

2. When answering Equity focussed questions, consider the following:

- What does Equity mean to you?
- What are YRDSB the current board initiatives connected to promoting Equity, Diversity and Inclusion?

<https://www2.yrdsb.ca/student-support/equity-and-inclusive-education>

Consider the following points to highlight in your interview:

- Discuss how your **lived experiences and/or professional experiences** have improved your **learning and understanding of equity**.
- Discuss how your **past experiences and commitment** to creating a **safe, inclusive, and equitable space** has improved the **high-quality learning environment for students** (faculty advisor, panel discussions, school initiatives etc..)
- Discuss **skills, additional qualifications and/or merits** that would highlight your understanding of Equity- ESL qualifications and special awards/recognition
- Discuss your **ability to speak multiple languages in addition to English or French**
- Share your experience **in working with diverse communities- ie. community outreach, volunteering, activism**
- Share your **skill set/interest or professional experiences outside the classroom**
- **Only if comfortable**, share your **background, and intersections of identities**, that would help to reflect and meet the needs of the school community and board- **members who are reluctant to self-identify are not required to do so.**

YRDSB Equity Initiatives:

[YRDSB Anti-Black-Racism Strategy](#)

[First Nations, Metis-and Inuit Education](#)