Parents of Black Children

Parents of Black Children Canada Impact Report

TD Mindpower Analytics for Social Good

April 2024

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About Parent of Black Children (PoBC) Canada

Parents of Black Children (PoBC) Canada is an advocacy group supporting and advocating on behalf of Black children and their families. We work to address and dismantle anti-Black racism and systemic barriers within the education and adjacent systems. Our goal is to increase access to safe and equitable education for our Black Children.

PoBC Canada is based in Ontario and has international chapters in the United States and United Kingdom. It has made us privy to the stories and voices of Black parents and children, which are the best resource for learning what they experience when dealing with the education system.

Black families and youth can find support and resources necessary to navigate the education system, as well as develop strategies, and recommendations to improve the experience of Black students within schools.

Executive Summary

Parents of Black Children (PoBC) Canada provides essential support or assistance for families to facilitate equitable outcomes through accountability and transformational change.

Between 2021 and 2023…

521

Received support through the **Navigating the Education System Program**

31

Reported anti-Black racism using the **School Racism Reporting Tool**

115

Accessed **Mental Health** support services

130

Children were tutored through the **EDGE Program**

- Many Black families did not have access to equivalent supports before PoBC.
- Being able to deliver programs and services across these areas enables Parents of Black Children Canada to provide Black parents and their children with more holistic and unified support, with greater continuity of care.
- PoBC Canada and their community partners are impacting the lives of students, parents and the community.
- With additional financial supports and resources, PoBC programs would reach more families and impact more lives and communities.

NAVIGATING THE EDUCATION SYSTEM

Navigating the Education System

Through the Navigating the Education System Program, Parents of Black Children Canada provides support to Parents when engaging with the educational system.

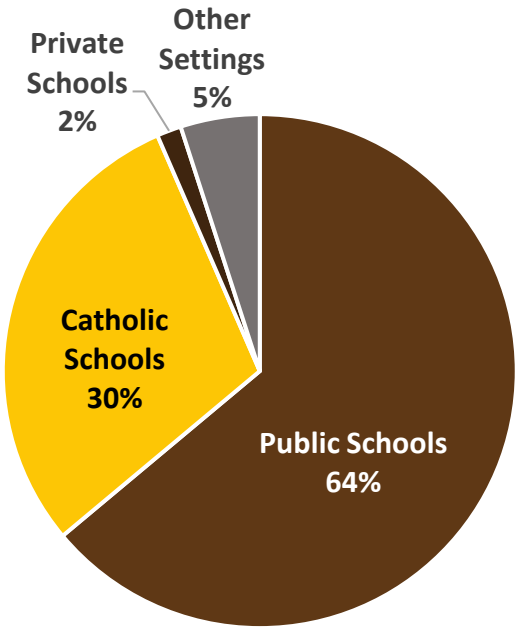
The advocacy approach is anchored in four main pillars:

1. **Urgency**: We know racial harm is violence. We treat any family coming to us with an issue or concern as an emergent occurrence.
2. **Consent:** All families complete consent forms that allow us to contact schools on their behalf as well as third-party organizations to provide any needed wrap-around support.
3. **Transparency:** Parents of Black Children Canada will always send an email notification to all school board or system leadership including the Director of Education, relevant superintendents and administrators as necessary, to ensure everyone is aware of any ongoing situation within a school pertaining to a Black child that Parents of Black Children Canada is involved in.
4. **Accountability:** In the spirit of the West African concept of Sankofa, PoBC Canada adamantly believes in the idea of 'go back and fetch it,' laying a foundation for sustainable and systemic change through accountability, so that those who come after are not navigating the same disparities.

The **521 Advocacy** requests received from parents and students between 2021 and 2023 were analyzed and reported below:

- Most intakes to the program relate to incidents occurring in Public schools, followed by Catholic schools.
- However, requests for advocacy also related to issues that occurred in other environments such as summer camps, home school and hospitals.

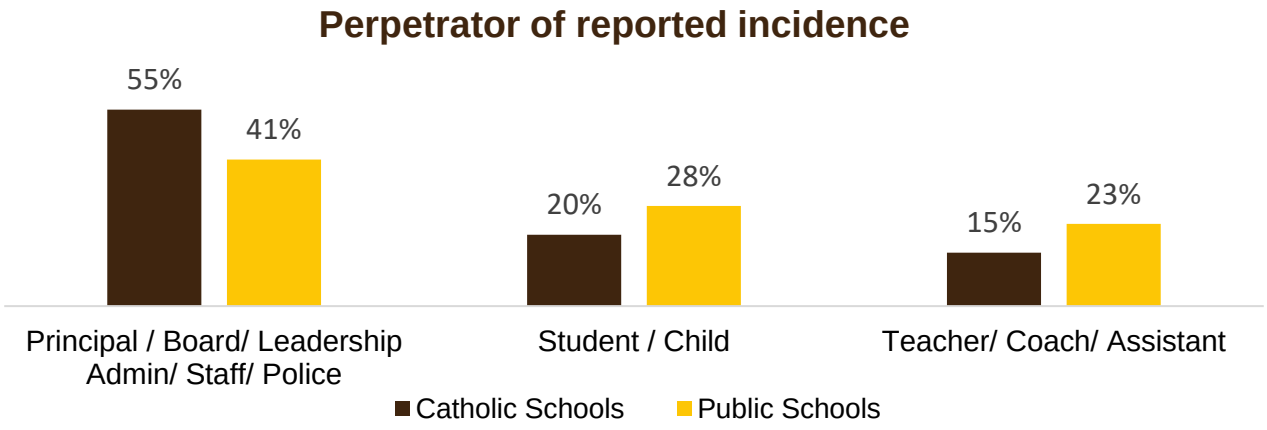
Where are the incidents occurring?



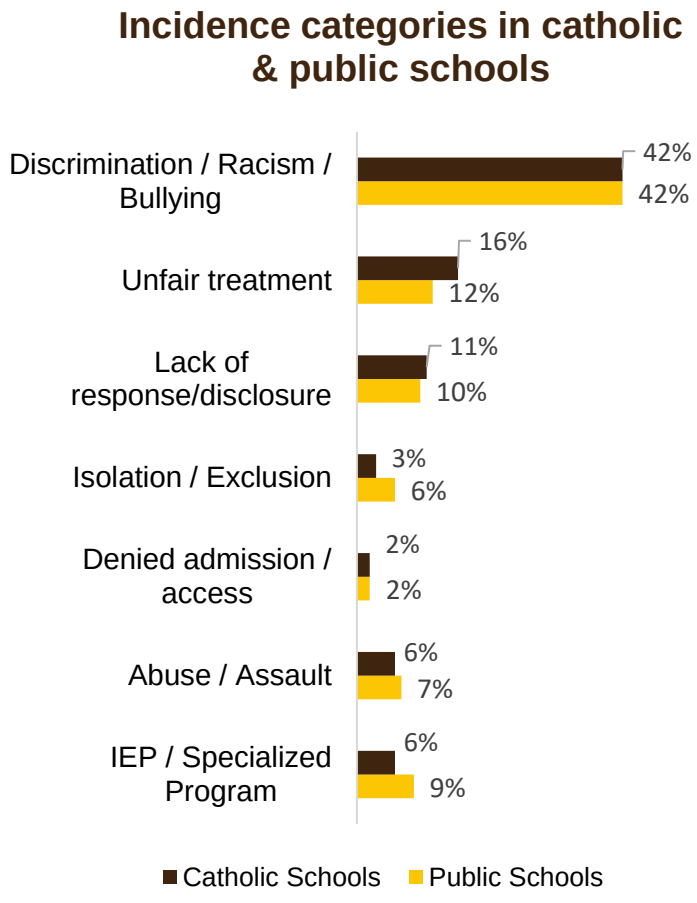
Who has been Reported?

Students are not the only perpetrators of offences. In both school boards, more of the incident's parents sought support for were perpetrated by individuals in positions of authority, such as **Principals**, **Board Members**, **Administrators**, **Staff** and **Police**.

This was more likely to be the case in Catholic schools compared to Public schools

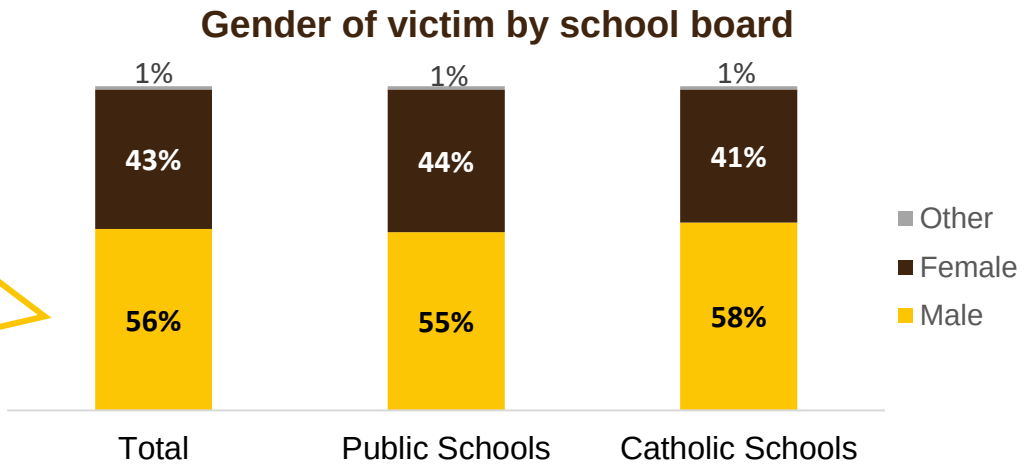


- The most common reason parents reached out was for issues related to discrimination or racism, bullying and unfair treatment.
- Based on the analyzed data, the rate of incidence are similar in both public and catholic schools.
- However, unfair treatment was more prevalent in Catholic schools. Unfair Treatment includes actions such as insensitivity to student needs, failure to provide students with required supports or accommodations or accept student submissions, or streaming students for Individual Education Plan (IEP) without parent consultation.
- Although a small proportion of incidents, **isolation** was twice as likely to occur in Public Schools and **IEP** related incidents were 50% higher.

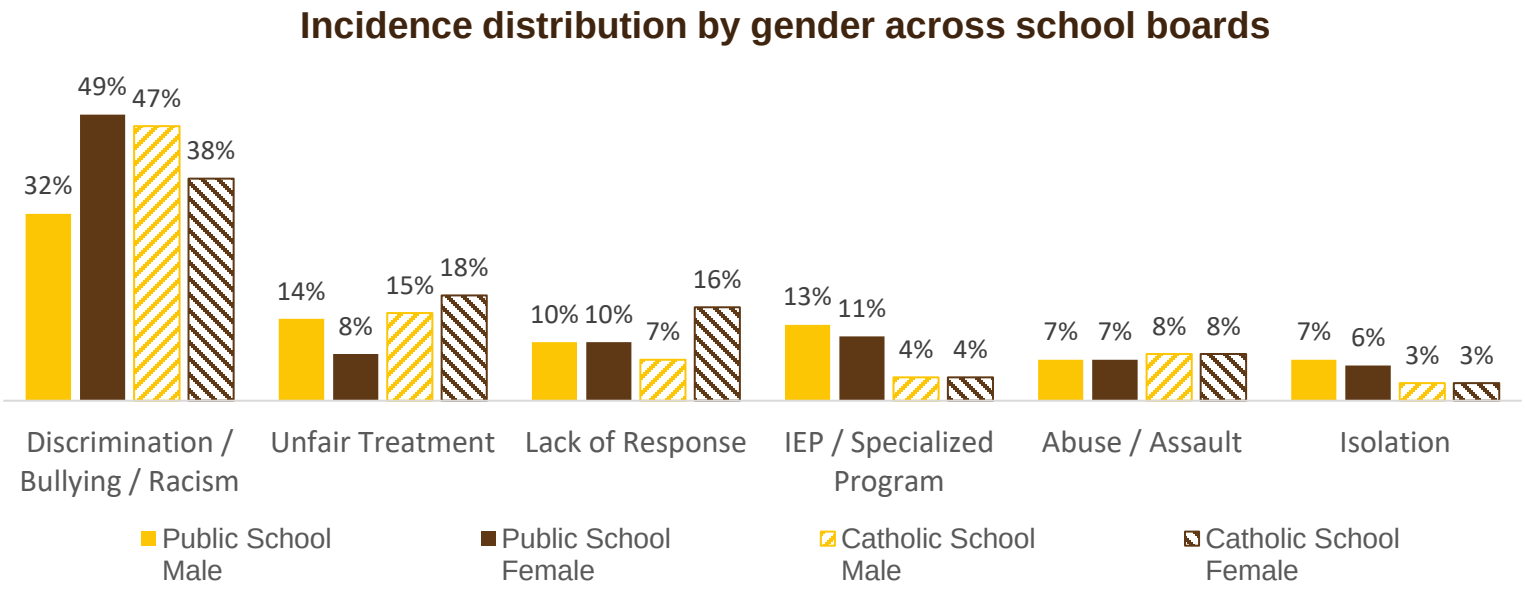


Who has been Impacted?

Male students were more likely to be the target of the incidents for which parents sought support.



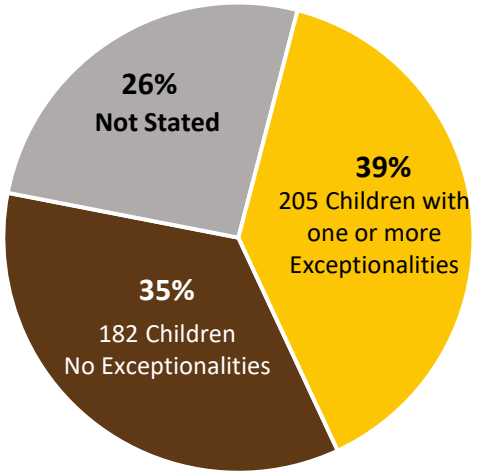
- In Catholic Schools, issues are occurring more among older students compared to the Public School system.
- The incidence of **discrimination/bullying/racism** is higher among males in Catholic School than in Public Schools, where as the opposite was true among females. Females in Public Schools experience more **bullying/discrimination/racism** than females in Catholic Schools.
- Males in Public Schools were more likely to experience issues related to **IEP or specialized programs** than those in Catholic Schools. On the other hand, Catholic School females were approximately twice as likely to have experienced **unfair treatment**.
- Public school students were more likely to have experienced some form of i**solation or exclusion**.



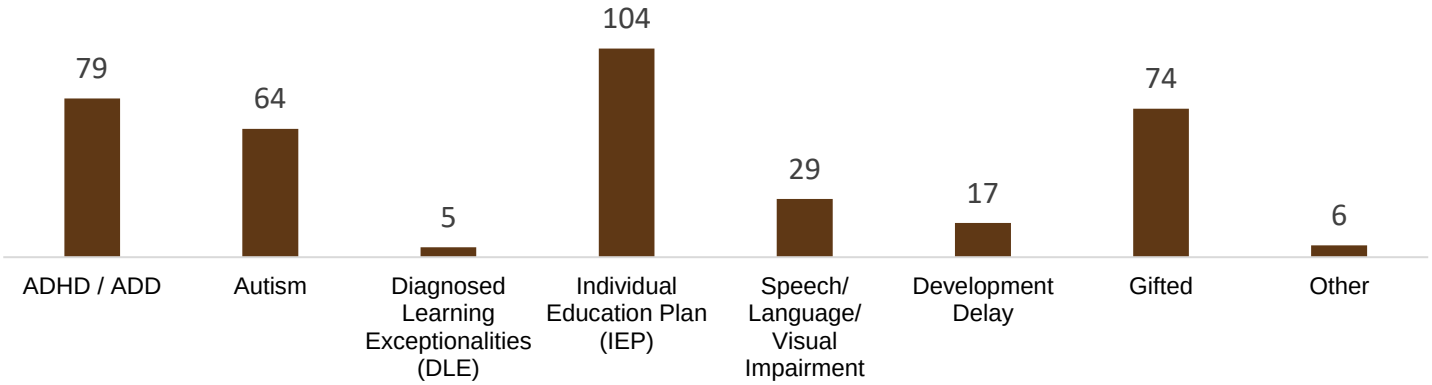
Black Children with Exceptionalities

- Of the cases reported to the Navigating the Education System Program, 39% (205 out of 521) expressed that the child involved had some exceptionalities or mental health concerns including depression, anxiety, ADD, ADHD, Autism, visual impairment, and Individual Education Plan (IEP) among others.
- Individual Education Plans and ADHD/ADD were the most common exceptionalities reported.

Reported cases



Number of children with various types of exceptionalities



- Of these students, 46% experienced anti-Black racism and 24% experienced bullying perpetrated by teachers and fellow students.
- One hundred and four (104) students who signed up for the Navigating the Education System Program are involved in Individual Education Plan (IEP) and 51% of these children have exceptionalities.
- 12 parents reported that their children were signed up for ALF program and 92% of parents did not provide prior consent and consultation. This incidence was only applicable to CÈP de l'Est de l'Ontario.

Support and advocacy is especially important for children with exceptionalities because these individuals may be more vulnerable and more reluctant to report issues on incidents. As a result, they may also be more susceptible to adverse outcomes.

ANTI-BLACK RACISM

PoBC Canada School Racism Reporting

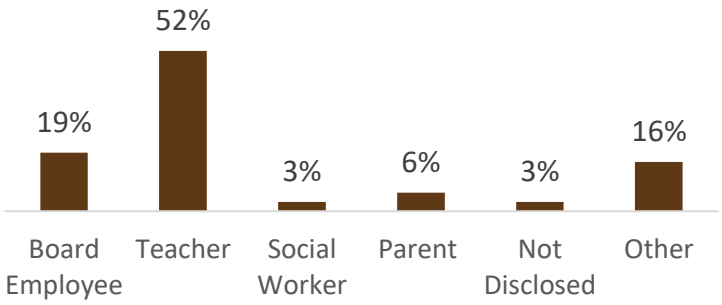
Education staff members across Ontario who are aware of incidents of anti-Black racism perpetrated against students or colleagues can report anti-Black racism anonymously through the **School Racism Reporting Tool** without having to fear risking their livelihood or wellbeing.

Since September 2021, 31 anti-Black racism incidents have been anonymously reported using the tool.

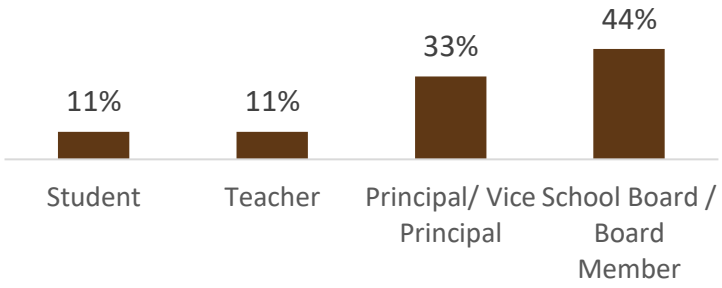
Below are high level analysis of the data, Most of respondents (68%) did not disclose the school board where the incident occurred

- Teachers and board employees made most of the reporting because the tool is primarily targeted at education staff. **Parents and social workers also utilized the tool** to make anti-Black racism reporting.
- 35% of the 31 reported cases involved the use of n-word, while the use of other racial slurs, reference to skin colours and micro-aggressions were part of the reported incidence.
- Only 9 of the 31 respondents, reported who the issue was against. **The reports were mainly against the Vice Principal, Principal and School Boards**.
- Respondents indicated that students encountered **anti-black racism in multiple locations within school premises**. Only 9 of the 31 reported cases occurred virtually and in other locations outside of school.

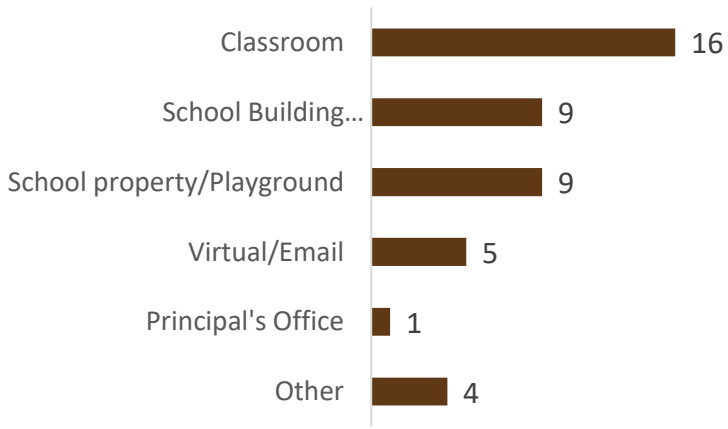
Who reported the incidence



Who is the issue regarding?

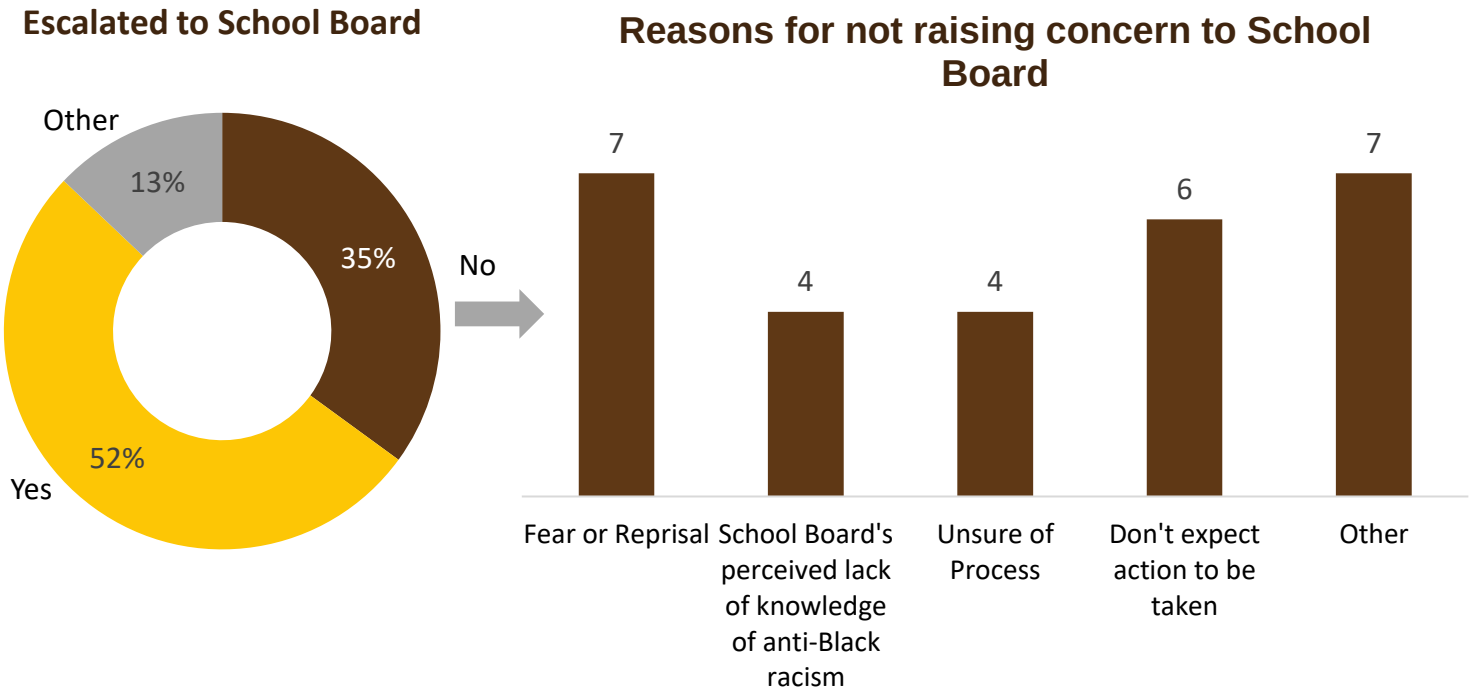


Where the incident occurred

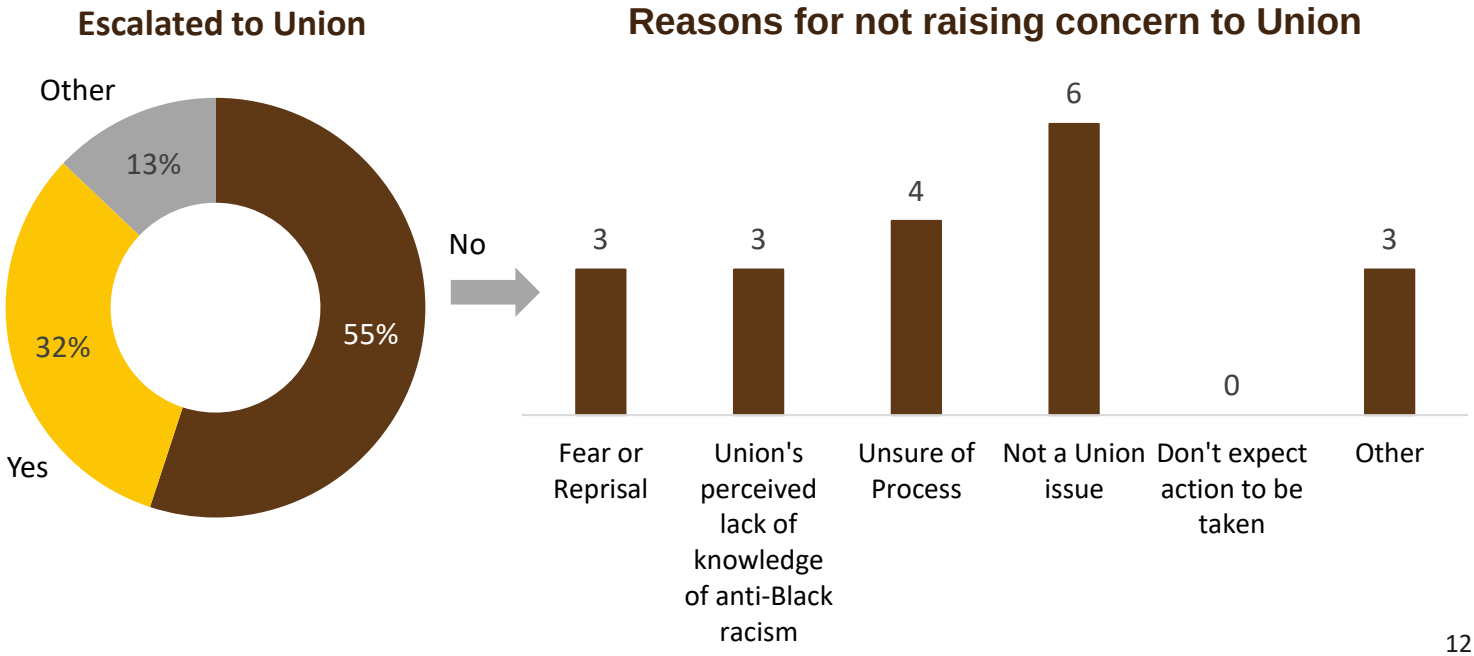


Escalation of Incidents

- About half (52%) of the issues were reported to the respective school boards while 35% were not reported due to fear of reprisal, perceived lack of knowledge of the School Board on how to handle anti-Black racism, lack of confidence in the school board to take any action, respondent's lack of understanding of the reporting process.



- A similar trend was also observed with Union escalation, over 55% of the cases were not escalated to the union, however 35% (6 cases) these were non-union issue.



MENTAL HEALTH SUPPORT SERVICES

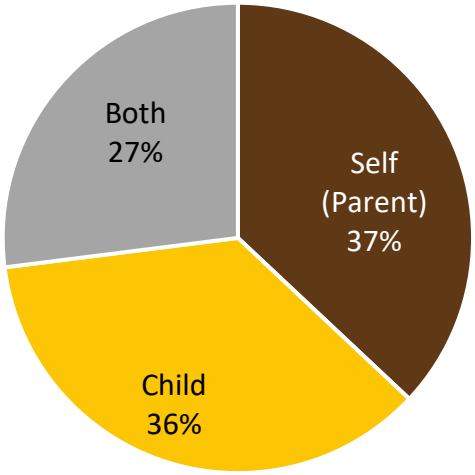
Mental Health Services and Support

Parents of Black Children Canada offers mental health support services to adults and youth of African descent through partnerships with mental health clinicians. It provides access to care to many for whom it would otherwise not be available.

In addition to counselling services, the program also provides Mentorship, Workshops and Resources to help parents.

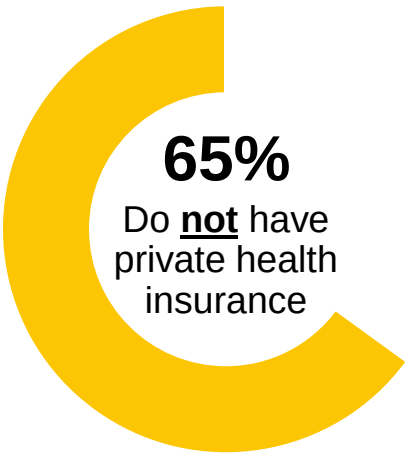
- Research has found that Black adults are 20% more likely to experience mental health concerns, and Black youth are twice as likely to die by suicide than their white peers.
- Without private health insurance, mental health support can be inaccessible to many.
- The Parents of Black Children Canada Mental Health Fund enables many families to access mental health services with licensed Africentric professionals.
- Without this program many would have to wait for another free services which could have long waiting lists and 3 in 10 may never get the support their need.

Who Was the Service Requested For?

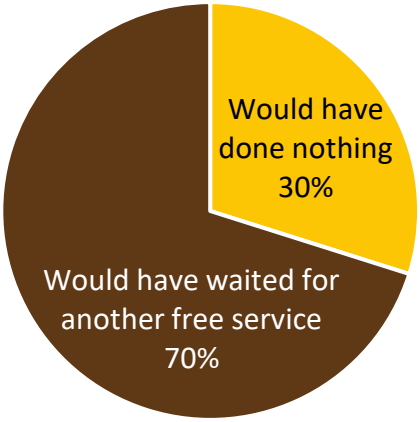


- While most would have waited for another free service, 3 in 10 would have done nothing and therefore would not have accessed service. Even for those who would have waited for another free service, there's no telling how long they would have to wait.

Do you have private health insurance?



What would you have done without this program?



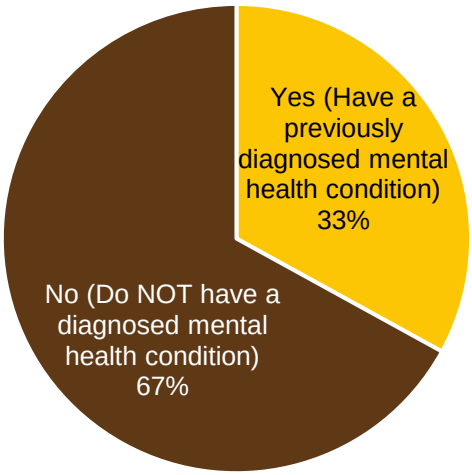
Mental Health Services and Support

- 1 in 3 clients have a diagnosed mental health condition, and those without private health insurance were less likely to have received private therapy or sought mental health services without PoBC Canada.
- Those currently without health insurance were directionally more likely to have a diagnosed mental health condition. For these individuals, a lack of access to treatment or support would be more problematic.
- Parents seeking support from PoBC Canada are experiencing multiple mental health challenges.

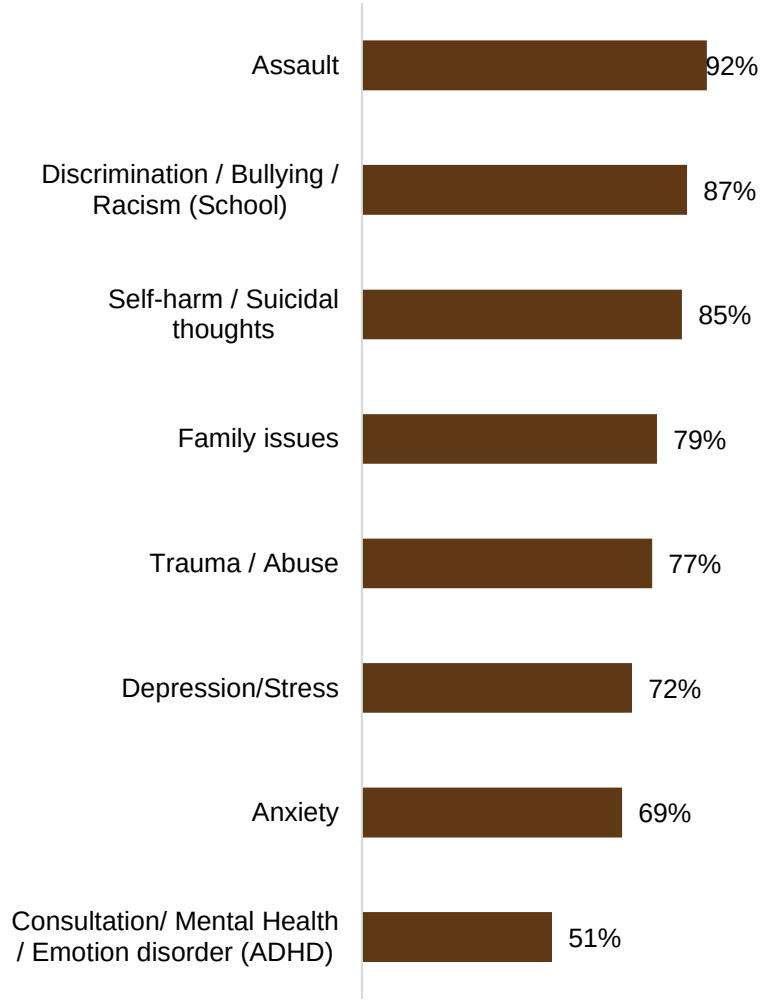
41%

Received Prior Private Therapy

Do you currently have a diagnosed mental health condition?



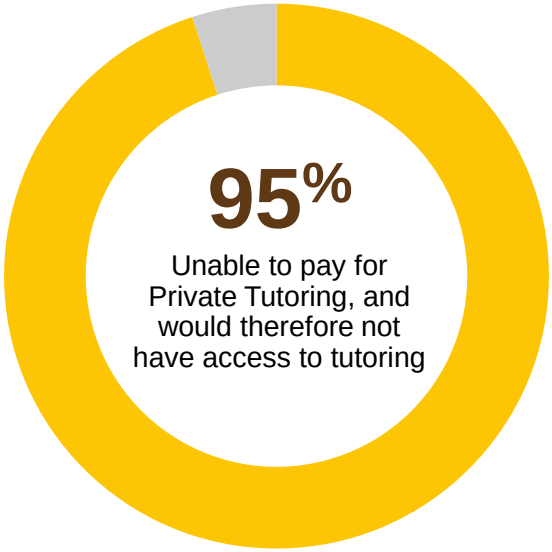
Reason for seeking support



EDGE TUTORING PROGRAM

Background of The Edge Tutoring Program

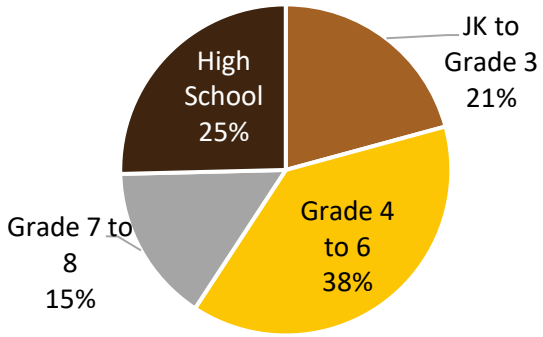
- Parents of Black Children Canada's EDGE Tutoring Program is a high-touch program designed to provide sustained tutoring to Black students.
- Currently, the program is funded from multiple sources, including **The Youth Success Initiative**, **The Ministry of Education** and **TD Ready Commitment.**
- EDGE Tutoring is available to students at every grade and provides access to additional learning supports for many parents who would not otherwise be able to afford private tutoring for their children.
- The program supports students as they build their skills, confidence, and EDGE forward on their academic journey. Students are tutored twice a week for one hour each session. Students are tutored in either:
    - Math
    - Language Arts
    - French
    - Social Science
    - Science



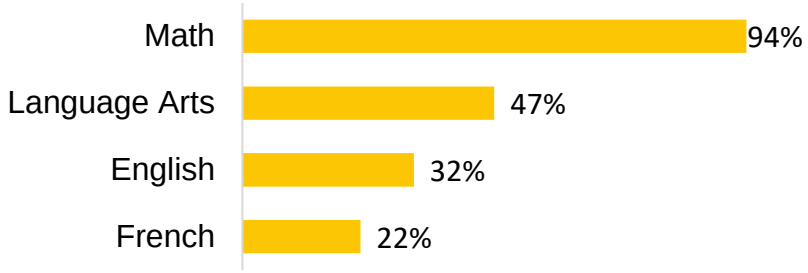
The EDGE Tutoring Program

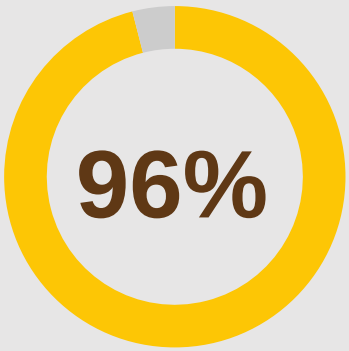
- EDGE Tutoring and its partners positively impact the lives of the students in the program, their parents and the broader community.
- The EDGE Tutoring program adopts an easy and friendly teaching method that has led to significant improvements in Reading, Writing and Problem Solving for students.
- 95% of the 130 parents surveyed indicated they would not have been able to pay for private tutoring.
- Most parents sought tutoring in Math (94%) for their children, followed by Language (47%)

Grade of Student

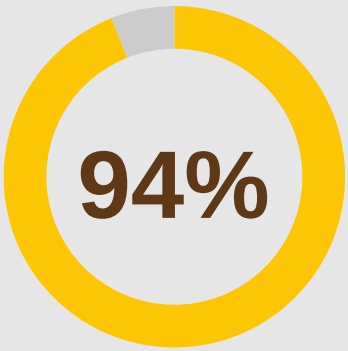


Subjects Child Is Tutored In





Saw improvement in learning following the program.



Of Parents are satisfied with the overall experience in EDGE Tutoring.

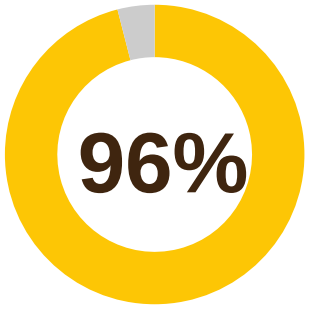
Would recommend the EDGE tutoring program to others.

"The tutoring has really impacted my children's educational needs by supporting them with extra lessons based on the school curriculum and has improved their academic performances."

Parents of some of the student participants

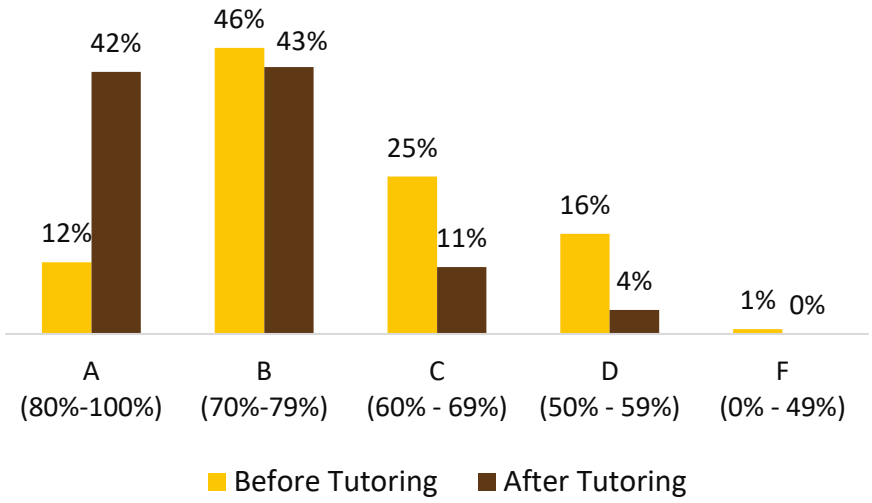
Outcomes for the Students

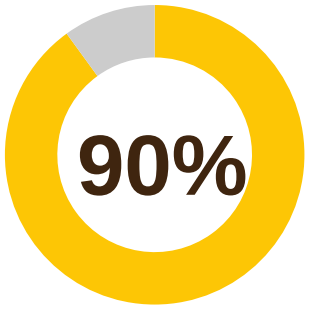
- In addition to Parents' satisfaction, the EDGE Tutoring program has positive outcomes for the children, including greater engagement in learning, more confidence and improved grades.
- The number of students getting A's and B's increased by 50%
- 24% of students from the program received an award in their school.



Improved Engagement in Learning at Home and/or in School

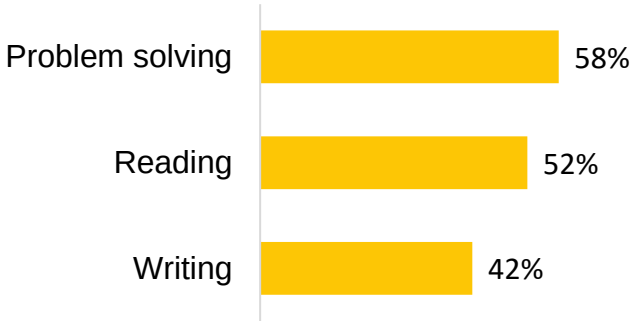
Grades before and after edge tutoring





Child's education and confidence positively impacted by having a Black educator in EDGE Tutoring

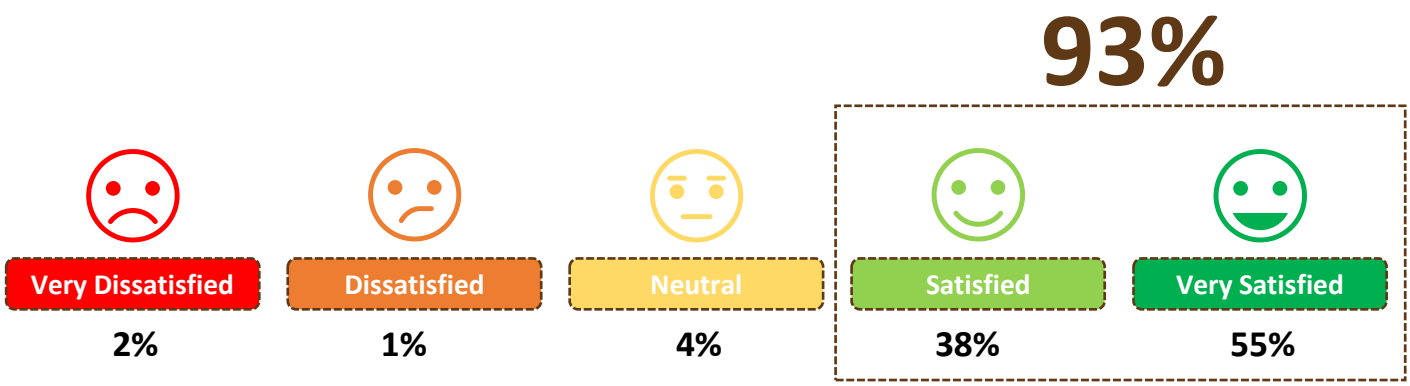
Areas where improvement in learning was seen



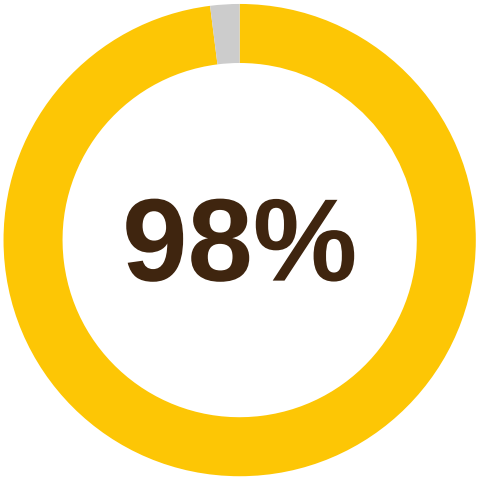
- These improvements include children requiring Individual Education Plans (IEP, 17%) and children with speech challenges (5%).
- Educating parents about how to negotiate IEPs for their children can help ensure the children receive more supports through the school system to further enhance their educational outcomes.

EDGE Tutoring Customer Satisfaction Rating

About 93% of parents are satisfied with the services offered by EDGE Tutoring with the support of its partners, while 4% maintained a neutral position on their satisfaction level.



Recommending EDGE Tutoring



Willing to recommend EDGE Tutoring to friends and family

- Parents of students who received tutoring from the program are willing to recommend the program to other parties.
- This is a testament of the value delivered by EDGE Tutoring and its partners.
- For future programs, EDGE Tutoring will continue to leverage word of mouth as part of its strategy for attracting and providing tutoring to Black children in Canada.

Thank you.

This report was developed in partnership with TD Bank through its TD Mindpower Analytics for Social Good program. This is an initiative where TD employees volunteer their skills to help not-for-profit organizations discover new insights and solve challenges using data and analytics.

Parents of Black Children