



being CREATIVE



being WELL



being COMMUNITY

## Message from the Director of Education and Chair of the PVNC Catholic District School Board

To accompany every student on their educational journey, we at the [Peterborough Victoria Northumberland and Clarington \(PVNC\) Catholic District School Board](#) commit ourselves to creating faith-filled, inclusive schools where every individual's unique talents and abilities are recognized and fostered.

That is why the development of the Board's *Equity Action Plan: A Vision of Transformative Change 2024-2028* marks such a significant step forward as we introduce this blueprint for nurturing a learning and working environment where diversity is honoured, and every student and staff member has the opportunity to flourish.

Our Catholic education system is founded on the belief that equity and inclusivity are not just ideals, but actionable commitments. This Equity Action Plan is a reflection of this belief, a roadmap that challenges us to confront and dismantle systemic barriers, biases, and discriminatory practices within our schools and classrooms. It is a call to action, urging us to make "loving your neighbour" a tangible, everyday practice.

The plan outlined in the following pages details specific strategies and actions that will be implemented in our schools, classrooms and workplaces and embedded at a system level. By formalizing these actions, we are not only reaffirming practices that have long been part of our ethos, but we are also making a bold statement about the future we envision. This plan is a collective journey. It calls upon each one of us - educators, administrators, support staff, students, parents/guardians and the broader community - to actively engage and hold each other accountable.

We invite you to read, reflect upon, and embrace this plan. Together, let us work to realize the vision of a Catholic school board community where every individual is valued, respected, and given the opportunity to reach their fullest potential.



Stephen O'Sullivan  
Director of Education



Kevin MacKenzie  
Board Chairperson