

XXX: EQUITY, DIVERSITY & INCLUSION (P)

First Revision 22 12 06

POLICY

The Board of Education of School District 70 Pacific Rim (the Board) recognizes that the diversity of our School District and of our classrooms strengthens learning opportunities and fosters learning environments that value the contributions of all members of our school communities.

The Board of Education further identifies inclusion as a core value and supports the principle of inclusion in all aspects of the district's educational programs, classrooms, schools, and community interactions.

The values evident in the principle of inclusion honour diversity, equity, safety, and a student's right to feel welcomed in every school environment.

This policy captures protected grounds covered by the Human Rights Code of BC and is intended to ensure that all employees, regardless of their personal beliefs, reflect on how their actions and interactions create a respectful, accepting, safe and supportive environment for all members of our school communities. Therefore, the Board expects that the principles of equity, diversity and inclusion are reflected in:

- Everyday interactions in all District facilities and classrooms
- Extra-curricular activities such as clubs and sports
- Policies and Administrative Procedures of the Board of Education
- School Codes of Conduct
- School and workplace cultures
- Instructional programs and practices
- School learning resources
- Professional Development and Professional Learning opportunities

Per policy 101: EQUITY, DIVERSITY, AND INCLUSION (P); policy 512: MULTICULTURALISM (P); policy XXX: NON-DISCRIMINATION (P); and policy XXX: ANTI-RACISM (P), the Superintendent will establish an advisory committee to provide advice to the Superintendent regarding the District's efforts in meeting the principles of equity, diversity and inclusion, multi culturalism, non-discrimination, accessibility, and anti-racism. The membership, terms of reference, and operational procedures of the Committee will be established by the Superintendent through consultation with the committee.

References

BC Declaration on the Rights of Indigenous Peoples Act

BC Human Rights Code

BC Ministry of Education and Child Care **Diversity in BC Schools – A Framework**

BC Ministry of Education and Child Care **Safe, Caring, and Orderly Schools: A Guide**

BC Multiculturalism Act

Canadian Charter of Rights and Freedoms