

ANTI-RACISM

Background

The Delta School District is committed to establishing and maintaining a safe and positive learning environment for all students and employees, including those who have racialized identities. This includes those who identify as Indigenous, Black, or people of color.

The District recognizes and reaffirms its commitment to the anti-discrimination principles and values contained in the B.C. Human Rights Code, Canadian Human Rights Act, and Canadian Charter of Rights and Freedoms. As such, the district recognizes the need to provide a safe, anti-racist environment, free from harassment and discrimination, on an ongoing and consistent basis, while ensuring that all students, employees, and families are treated with respect and dignity regardless of race, color and ancestry. The district recognizes the urgent need to ensure its students, employees, and families from the IBPOC / BIPOC community feel safe, respected and valued. The District will continue to take proactive approaches to create and promote antiracist places of learning and teaching.

Procedures

1. Conduct

All students, employees, contractors, visitors, or any other persons who use District facilities shall be expected to conduct themselves in accordance with the District's commitment to non-discrimination, human rights, and cross-cultural understanding as set out in this Administrative Procedure.

In order to reflect the Delta School District's commitment to supporting anti-racism, non-discrimination, human rights, and cross-cultural understanding, the District expects:

- a) All students, employees, contractors, visitors, or any other persons who use District facilities will be vigilant and take action against individual discriminatory attitudes and behaviours towards individuals on the basis of their race, color or ancestry so that all students and staff are treated with fairness and respect.
- b) Allegations of racist language, behaviour, or discrimination will be reported to the Teacher or Principal in the case of students. In the case of employees, allegations will be reported to the immediate supervisor or Human Resources.
- c) Schools to discuss these issues using age-appropriate language and behaviour in accordance with their school's code of conduct.

- d) School and classroom environments to be free of racial discrimination, and encourage anti-racist behaviour.
- e) Staff and students will use language and behaviour that does not degrade, label, stereotype, or incite ridicule, hatred, prejudice, discrimination or harassment towards others on the basis of race, color or ancestry.

2. Staff Training

- a) The District recognizes that general staff development on anti-racism is fundamental to creating organizational change. All staff members need the knowledge, skills and attitudes to understand and respectfully engage with diversity and difference.
- b) The District will provide training for all staff, elected Trustees, and Parent Advisory Councils to develop their knowledge, skills, awareness, and behaviours to identify and eliminate racism, and to foster dialogue that promotes anti-racism and creates understanding and respect. This includes learning to understand and dismantle personal biases and privilege.

3. Curriculum

The District will support staff to:

- a) Critically engage with current recommended learning resources and strategies to provide opportunities for all students and staff to develop positive awareness with respect to human rights, anti-racism and cultural diversity.
- b) Create or acquire appropriate, current, and relevant recommended learning resources for anti-racism
- c) Support anti-racism education at all grade levels using age appropriate language and include examples of more inclusive resources.
- d) Examine library resources and curriculum to identify racial bias.

4. School and Community Relations

- a) The District will continue to develop partnerships that promote effective participation in the education process by community organizations and IBPOC communities.
- b) The District will continue to support the existence of anti-racist and multi-cultural initiatives in Delta schools.

5. Employment

- a) Conduct consistent with this Administrative Procedure is considered to be a term and condition for employment for all staff.
- b) The District is committed to taking reasonable and proactive steps to ensure that District employees responsible for personnel selection shall be provided with training to enhance their sensitivity to human rights issues including bias and anti-racism.
- c) Making a strong effort to employ/hire, recruit and retain more qualified individuals representing the IBPOC community in an attempt to better reflect student populations of the District.
- d) All employees of the school district will be supported in being able to identify discriminatory attitudes and behaviours as described in this policy, and are expected to be committed to eliminating the harm, inequities and barriers that might exist in relation to race, color or ancestry.
- e) Students and employees will be given the support they require to do their work in a safe and respectful environment.