

## Background

The Board of Education is committed to creating a learning and working environment free from racism, where all staff members uphold the principles of equity, inclusion, and respect. This policy sets forth expectations for all staff members to proactively identify, challenge, and prevent racism, and to foster an environment that affirms the diversity within the school district. Behavioural expectations for students and non-staff members of the learning community are covered under [Policy 503 District Student Code of Conduct](#), [Policy 102 Respectful Workplace](#), [Policy 104 Harassment and Discrimination](#), and [Policy 204 Trustee Code of Conduct](#).

The Board believes that all staff members have a critical role to play in eliminating racism and fostering an inclusive school culture. To this end, staff are expected to model behaviors that promote inclusion and equity, actively contribute to anti-racism efforts, and uphold the dignity and safety of all students, staff, and community members.

The Board has developed this policy and supporting policies in accordance with its Strategic Plan as well as the British Columbia Human Rights Code, the Multiculturalism Act, the B.C. Declaration on the Rights of Indigenous Peoples Act, the Canadian Human Rights Act, and the Canadian Charter of Rights and Freedoms.

## 1. Definitions\*

- 1.1. Racism: Racism includes individual, institutional, and systemic practices that discriminate against people based on race, ethnicity, or cultural background. It can be overt (e.g., hate speech, exclusion) or covert (e.g., microaggressions, implicit bias).
- 1.2. Anti-Racism: Anti-racism is the active process of identifying, challenging, and changing the values, structures, and behaviors that perpetuate systemic racism. It involves proactively creating an equitable and inclusive environment for all.
- 1.3. Equity: Equity refers to the fair treatment, opportunities, and advancement for all, while striving to identify and eliminate barriers that have prevented the full participation of some groups.

\*Please note definitions evolve over time. These definitions have been generalized for the purpose of clarity. Please click [here](#) for the BC Government website providing additional definitions of key words and phrases related to anti-racism and equity.

## 2. Policy

- 2.1. All staff members are expected to:
  - 2.1.1. Commit to Equity and Inclusion: Actively promote and model behaviors that create an inclusive, welcoming, and safe environment for all students, staff, and community members, regardless of race, ethnicity, or culture.
  - 2.1.2. Demonstrate Awareness of Bias and Racism: Participate in ongoing professional development to recognize and challenge personal biases, stereotypes, and prejudices, and work to understand the systemic nature of racism.
  - 2.1.3. Act Against Racism: Intervene when witnessing or becoming aware of racist actions, speech, or behaviors.
  - 2.1.4. Develop Cross-Cultural Competence: Engage in continuous learning to better understand and respect the cultural and racial identities of students and colleagues. Staff should foster cross-cultural interactions that promote mutual respect and understanding.

- 2.1.5. Create Safe Spaces: Encourage open discussions about racism, bias, and inclusion within classrooms and school settings. Staff should create environments where students and colleagues feel safe expressing concerns and experiences related to racism.
- 2.1.6. Promote Anti-Racist Education: Actively integrate anti-racism education and perspectives into the curriculum and day-to-day school activities. Staff should seek to challenge and revise any instructional content that perpetuates stereotypes or marginalizes certain groups.
- 2.2. The Board is committed to supporting staff to fulfill these expectations. As such, the Board will provide:
  - 2.2.1. Anti-racism Training: Learning opportunities that focus on recognizing, addressing, and preventing racism covering such topics as implicit bias, privilege, cultural competency, and effective intervention strategies.
  - 2.2.2. Curriculum and Resource Support: The district will offer resources and guidance to help staff integrate anti-racism education into their teaching practices and interactions with students and colleagues.
- 2.3. Reporting and Accountability: Incidents of racism, perceived or otherwise, experienced and/or observed between members of the learning community will be addressed through the following policies and procedures, as applicable:
  - 2.3.1. [Policy 102 Respectful Workplace](#)
  - 2.3.2. [Policy 104 Harassment and Discrimination](#)
  - 2.3.3. [Policy 204 Trustee Code of Conduct](#)
  - 2.3.4. [Policy 503 District Student Code of Conduct](#)
- 2.4. In support of this Policy, the Board reminds the learning community that [Policy 608 Challenged Materials](#) sets out the procedures for challenging the appropriateness of learning resources being used in an educational program.