



Policy 2.30 Anti-Racism

Anti-racism is the practice of identifying, challenging, preventing, eliminating, and changing the structures, policies, practices, values and behaviours that perpetuate racism (Provincial Government of British Columbia). The Board of Education affirms that violence, hatred, and discrimination based on racial identity have no place in our School District.

The Board acknowledges that systemic racism and discrimination exist and stem from racist and discriminatory ideologies, systems, cultures, and structural dominance of white supremacy. The Board acknowledges that race is a social construct that continues to be used to legitimize and perpetuate white supremacist beliefs and practices.

The Board recognizes that racism in all its forms is harmful to those directly affected and to all members of the school community.

The Board upholds that all individuals have the right to their fundamental freedoms and protection from discrimination and condemns all forms of racism.

The Board is committed to providing an education system that is safe, welcoming, and free from racism.

The Board is committed to creating learning and working environments that are inclusive and affirming for all students, staff, and community members.

The Board is committed to supporting equitable educational access to quality programs for all learners regardless of race, colour, ancestry, national or ethnocultural origin or religion.

The Board is committed to supporting individuals on their anti-racism journey through in-service, professional development, resources, and materials.

The Board is committed to offering and recommending curricular resources and skills development opportunities to support anti-racism teaching in schools and classrooms.

Legislative References: *BC Human Right Code*, *BC Declaration of Rights of Indigenous Peoples Act*, *Canadian Human Rights Act*, Canadian Charter of Rights and Freedoms, and *Canadian Multiculturalism Act*

Collective Agreement References: Nil

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The Board supports and upholds the BC Human Rights Code, *BC Declaration of the Rights of Indigenous Peoples Act*, the *Canadian Human Rights Act*, the Canadian Charter of Rights and Freedoms, and the *Canadian Multiculturalism Act*.

Guidelines

The Board will proactively engage in the following:

1. Anti-Racism Education

1.1. Offer resources and materials

- 1.1.1. That highlight the experiences, contributions, and achievements from diverse demographic groups.
- 1.1.2. That includes histories and narratives of historically oppressed peoples.
- 1.1.3. That are inclusive and free from bias and stereotypes.

1.2. Provide learning opportunities through in-service, professional development, and resources to support staff and students on their anti-racism journey to enhance awareness, knowledge and understanding of bias, privilege and racism.

2. Addressing Systemic Racism

- 2.1. Promote the development of knowledge, skills and attitudes to identify and respond effectively to racism, enhancing positive role modelling and leadership among students and staff.
- 2.2. Promote opportunities to dismantle racism and exclusionary practices.

3. Reporting and Addressing Incidents of Interpersonal Racism

- 3.1. Utilize educationally focused, developmentally appropriate and socially accountable methods to address incidents of racism.
- 3.2. Outline procedures for reporting and addressing incidents of racism.
 - 3.2.1. Schools shall include in the Code of Conduct statements that reflect the principles, policies and purposes of the BC Human Rights legislation.

Legislative References: *BC Human Right Code*, *BC Declaration of Rights of Indigenous Peoples Act*, *Canadian Human Rights Act*, Canadian Charter of Rights and Freedoms, and *Canadian Multiculturalism Act*

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3.2.2. When acts of racism, discrimination or hate occur, the following actions should guide the response from the school:

- Stop and interrupt: wherever possible, intervene immediately to stop the act of discrimination and acknowledge what was said or done was inappropriate.
- Name the discriminatory act: address the action – focus on the act. For example “that comment is racist” ...as opposed to “you are a racist”. If uncertain about the discriminatory nature of the act, consult with the designated District staff member.
- Support the affected individual(s): ensure their safety and the well-being; employ school District based supports; and remove the alleged aggressor(s) from the area and separate the parties, if necessary and as appropriate.
- Report the incident: follow the procedures outlined in the Code of Conduct to report to the Principal or Director of Instruction.
- Document the incident: hold people accountable for their discriminatory actions, including documenting and reporting details of what happened and taking appropriate and proportionate disciplinary and/or restorative action.
- Examine and restore: where necessary, restore the school climate, and consider additional follow-up actions to prevent a repeat of the same acts.

3.2.3. When an act of racism, discrimination or hate happens at the school, the incident will be reported to the designated District staff member:

- Consult with designated District staff member to develop a response plan inclusive of disciplinary action and/or restorative measures in alignment with the Code of Conduct and Violent Threat Risk Assessment and to develop a plan to support the school community.

3.3. Publish procedures in school handbooks, newsletters, and on the District website.

4. Annual Review

4.1. Review the process of individual incidents of racism at the school and District levels by the designated District staff member.

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Canadian Human Rights Act, *Canadian Charter of Rights and Freedoms*, and
Canadian Multiculturalism Act

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- 4.2. Track progress of the District's collective anti-racism journey through annual surveys.
- 4.3. Ensure equity work is embedded in annual school growth plans.
- 4.4. Provide an annual review to the Board ~~in May~~.

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