



PROCEDURE 217 Anti-Racism

The board will proactively engage in the following:

1. Anti-Racism Education

- a. Offer resources and materials
 - i. That highlight the experiences, contributions, and achievements from diverse demographic groups.
 - ii. That includes histories and narratives of historically oppressed peoples.
 - iii. That are inclusive and free from bias and stereotypes.
- b. 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

- a. 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.
- b. Promote opportunities to dismantle racism and exclusionary practices.

3. Reporting and Addressing Incidents of Interpersonal Racism

- a. Utilize educationally focused, developmentally appropriate and socially accountable methods to address incidents of racism.
- b. Outline procedures for reporting and addressing incidents of racism.
 - i. Schools shall include in the Code of Conduct statements that reflect the principles, policies and purposes of the BC Human Rights legislation.
 - ii. 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 eg. That comment is racist...as opposed to you are a racist. If



uncertain about the discriminatory nature of the act, consult with the Director of Instruction.

- 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.

iii. When an act of racism or discrimination happens at the school, the incident will be reported to the Director of Instruction (DoI):

- Consult with DoI 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.

c. Publish procedures in school handbooks, newsletters, and on the district website.

4. Annual Review

- a. Review the process of individual incidents of racism at the school and district levels by the Director of Instruction.
- b. Track progress of the district's collective anti-racism journey through annual surveys.
- c. Ensure equity work is embedded in annual school growth plans.
- d. Provide an annual review to the Board in May.