

## ANTI-RACISM POLICY

### STATEMENT OF PHILOSOPHY

The Seven Oaks School Division (SOSD) recognizes that every individual in its community has the right to a learning environment that is free from racism, hatred and bigotry. Achieving equity in our school division requires that we explicitly oppose racial discrimination in all forms. We acknowledge that by not actively challenging racism we allow for racism to continue and perpetuate itself. By incorporating rich anti-racist teaching and learning into our classrooms and enhancing racial diversity in all areas of school life, we can strive towards establishing equitable and anti-racist school environments where everyone can feel empowered.

This policy is informed by and builds upon Seven Oaks School Division Safe Schools Policy, Indigenous Education Policy and on the work of the Seven Oaks School Division Anti-Racism Initiative (2020) which included the SOSD Anti-Racism Advisory Committee (2020), the SOSD Anti-Racism School Representative Committee (2020), and the PATH process that was undertaken in the spring of 2021. Throughout the 2020-2021 school year the SOSD Anti-Racism Team led an extensive and comprehensive consultation and engagement process with its stakeholders including parents, community, students, staff, and trustees to attain a clear picture of how an anti-racism policy can best address the needs of our school division.

The division believes it is everyone's responsibility to stand up against racism. This policy is designed to be a living document, initiatives are expected to change over time as goals, initiatives and outcomes are implemented and evaluated.

### DEFINITIONS

#### **Racism**

"Any distinction, exclusion, restriction or preference, intentional or unintentional, based on race, colour, cultural or ethnic origin that has the purpose of nullifying or impairing the equal enjoyment or exercise of human rights." (Manitoba Human Rights Commission)

#### **Anti-racism**

Is a form of action against racism and the oppression of marginalized groups. Being antiracist is based on the conscious efforts and actions to provide equitable opportunities for all people on an individual and systemic level. People can act against racism by acknowledging personal privileges, confronting acts of racial discrimination and locating racism within institutions and policy.

## CURRICULUM AND ANTI-RACIST LEARNING RESOURCES

### Belief Statement

Our schools must be safe and equitable to the needs of our diverse learners. We must address their learning needs and lived experience through anti-racist teaching through an equitable distribution of resources.

### Goal

Schools will develop culturally relevant and anti-racist teaching approaches that promote teaching, curriculum and assessments that are responsive to students' needs and lived experiences.

- Schools will provide adequate courses, content, supports and resourcing to address unique and intersectional issues appropriately.
- Students will learn about historical examples of crimes against humanity and gross human rights violations, such as the Holocaust, Holodomor, black slavery, residential schools and the caste system.
- School libraries will be adequately equipped with anti-racism literature.
- High schools will offer courses and course content that is culturally relevant and supports anti-racism.
- Schools will engage students in anti-racism learning and activities across all grade levels in ways that are age appropriate.
- The division will develop an anti-racism toolkit that supports students in understanding how they can address issues of racism, discrimination, bias, harassment, prejudice and stereotyping as observed in curriculum or through lived experience.
- The division and schools will build staff capacity to support diverse needs and address safety and equity issues.
- The division and schools will ensure staff engage in various anti-racism opportunities and professional development to enhance understanding of the issues that impact student well-being and achievement.

## STUDENT SUPPORT

### Belief Statement

The division believes all diverse and racialized students should experience safe, supportive, learning environments that address their unique challenges and support their aspirations.

### Goal

The division and schools will continue to strengthen inclusion, remove barriers and enhance supports for students.

- Division Administrators will review, update and reaffirm existing School Division Policies that address issues of safety, harassment, discrimination and that support diversity, equity and inclusion including Indigenous Education Policy # IDAAD and Safe Learning Environment for 2SLGBTQ+ Students & Staff Policy #JA.

- School Administrators will provide resources, learning materials that are representative of students' diverse backgrounds and lived experiences.
- School Administrators will establish supports and/or processes to address issues of racism, discrimination, harassment, prejudice and stereotyping observed and/or experienced by students.
- Division Administrators will maintain divisional anti-racism committee with representatives from each school's staff throughout the division to support and address the diverse intersectional needs and lived experiences of students (e.g., including QPOC, Indigenous, newcomers, immigrants, racialized community, disabilities).
- Educators will review course content for bias, stereotyping and strive to include content that reflect the needs of diverse learners.
- School Administrators consider how to respond to incidents of racism.
- School Administrators will provide support to maintain and/or enhance existing intersectional student groups including:
  - GSA Student Groups
  - Black Student Union
  - Kids in Care Groups
  - Indigenous Cultural Groups
- Division and School Administrators will support annual anti-racism, peace-building, bridge-building and reconciliation initiatives annually.
- Division Administrators will support the collection, analysis and reporting of diversity data to enhance equitable achievement outcomes.
- School Administrators will address race relation and intersectional issues by addressing issues of indifference, othering, lowered academic expectations, racialized school cliques).

## **PARENT AND COMMUNITY PARTNERSHIPS**

### **Belief Statement**

It is important to engage parents and community in creating a safe, positive culture to support student achievement and community well-being.

### **Goal**

The division and schools will collaborate with parents and community partners to celebrate and enhance diversity.

### **Parent Councils and Community Engagement**

- School Parent Councils will ensure intentional diverse representation through its Terms of Reference and Governance structures.
  - Divisional and School Administrators will work collaboratively with the Provincial Education Ministry to support and advocate for diverse representation within School Parent Councils.

- Division and School Administrators will collect Parent Council demographic and diversity data to highlight the make-up of Parent Councils and to identify barriers to engagement for marginalized and underrepresented groups.
- Parent Councils will support the collection of race-based data to understand its demographic and to support the diverse needs of students, families and community members.
- Anti-racism, diversity, equity and inclusion will be a standing agenda item for School Parent Council meetings.
- Parent Councils will work with School Administrators to familiarize themselves with division policies, initiatives, processes that support anti-racism, diversity, equity and inclusion practices by creating annual engagement events (town halls, community gatherings that celebrate diverse cultures).
- Division and School Administrators will inform Parent Councils about issues of racism, bias, discrimination, prejudice or stereotyping that was experienced or observed within our schools, curriculum or events.
- Division and school staff will support community engagement initiatives that promote and/or enhance diversity, inclusion and equity of outcomes for BIPOC community members.
- Division Administrators will develop and maintain an annual calendar of important diverse cultural, religious and identity celebrations.

## **Employment Equity**

### **Belief Statement**

The division believes it is important to have a staff complement that represents the make-up of our student body and community.

### **Goal**

The division will enhance diversity representation across the division at all levels and in all areas.

- Division Administrators will collect and utilize staff census data periodically to establish and report equity targets every four years.
- Division Human Resources will develop questions to support hiring processes so that all employees contribute to anti-racism, diversity, equity and inclusion.
- Division Administrators and Human Resources will establish succession plans that include equity, diversity and inclusion targets.
- Division Administrators will work with Education Ministries and external education partners to maintain equity and diversity training programs (CATEP, ITEP, WBC, Urban Circle) to advance representation and diversity in staffing.

## **Accountability: Assessment and Evaluation**

### **Belief Statement**

The division believes it is important to support this policy with accountability measures including data collection, analysis and reporting.

**Goal**

All staff are knowledgeable, committed and accountable to principles of anti-racism and equity.

- Division Administrators will support diversity, equity, inclusion as a standing agenda item for Parent Councils.
- School Administrators will include anti-racism, diversity, equity and inclusion outcomes as part of their annual school planning and reporting.
- Division Administrators and Human Resources will establish annual anti-racism training as a requirement for all new and existing administrators, staff and parent council bodies.
- Division Administrators will provide annual anti-racism workshops for all new teachers.
- Division Administrators will provide funding and release-time to support anti-racism initiatives.