



SEVEN OAKS SCHOOL DIVISION

Board Policy #4 Diversity, Equity and Inclusion

The Seven Oaks School Division respectfully acknowledges the generous, informed participation of our communities in the creation of procedures which support the implementation of this policy.

For Seven Oaks School Division to achieve its mission statement of each and every child being educated to lead “fulfilling lives within the world as moral people and contributing members of society” we must view our work through the lens of equity. ([*Commitment To Equity*](#)). Our goal must be equitable outcomes for all children, not just the provision of opportunity with the consequence of differential outcomes. We must acknowledge the challenges to equity posed by, but not limited to, negative Indigenous experiences, poverty, racism, disability, sexism and homophobia, and we must assist children in meeting these challenges.

The Seven Oaks School Division is committed to supporting diversity ([*Safe Learning Environment For 2SLGBTQ+ Students and Staff*](#)) by ensuring a safe, positive and respectful learning environment for all students and staff who identify as two-spirit, lesbian, gay, bisexual, transgender, queer, non-binary or who are questioning their sexual orientation or gender identity. This respects the letter and spirit of the Canadian Charter of Rights and Freedoms, The Manitoba Human Rights Code and the Seven Oaks School Division Mission Statement.

We recognize that everyone in Seven Oaks School Division can benefit from Indigenous education as it can enrich the experiences of all learners while supporting academic success for Indigenous learners. It serves to engage all stakeholders, parents, community, schools and staff in initiatives that work to naturally weave the recommendations from the [*MASS position statement on Aboriginal Education \(2011, 2013\)*](#), the recommendations from the [*Royal Commission on Aboriginal Peoples \(1996\)*](#) and suggestions from the [*Canadian Council of Learning \(2007\) on Redefining Success for Aboriginal Learners*](#). This policy builds upon the work of the Seven Oaks School Division Aboriginal Education Action Planning Committee and the PATH process that was undertaken in the fall of 2012.

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Furthermore, the Seven Oaks School Division recognizes that every individual in their 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 it to continue and perpetuate itself. By incorporating rich anti-racist ([Anti-Racism Policy](#)) teaching and learning into our classrooms and enhancing racial diversity in all areas of school life, we can strive toward establishing equitable and anti-racist school environments where everyone can feel safe and empowered.

Adherence to this policy is a requirement for all Seven Oaks School Division trustees, employees and individuals providing any type of service or engaging in any type of interaction with our students. Adherence to the [Code of Conduct for Ethical and Effective Public Service](#) is mandatory.

Reference Documents:

- [“Commitment To Equity”](#) – Seven Oaks School Division, May 5, 2014
- [“Safe Learning Environment For 2SLGBTQ+ Students and Staff”](#) – Seven Oaks School Division, April 9, 2012
- [“MASS Position Statement on Aboriginal Education”, 2011,2013](#)
- [Royal Commission on Aboriginal Peoples, 1996](#)
- [“Redefining Success for Aboriginal Learners” – Canadian Council of Learning 2007](#)
- [“Anti-Racism Policy”](#) – Seven Oaks School Division, June 14, 2021
- [Code of Conduct for Ethical and Effective Public Service](#) – The Public Services Act, February 26, 2022

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