

## ANTI-RACISM

### Background

School District No.43 (Coquitlam) acknowledges the challenge of becoming responsive to the needs of a pluralistic society and:

- Affirms that the racial, ethno-cultural, linguistic and religious diversity of its students, staff, and community is a source of enrichment and strength for Canada. It is through the celebration of diversity and the recognition of similarities that understanding and meaning are built.
- Recognizes that people are the sum of their experiences, and therefore, as an educational institution, the District has a special responsibility to develop positive values, attitudes, knowledge and practices by developing a framework which will promote and support equity, justice and access to all.
- Encourages interpersonal relations that aspire to the realization of harmony, mutual respect and understanding.
- Acknowledges that racial, ethno-cultural, linguistic, and religious groups may encounter barriers to full participation in education and employment opportunities. The District is committed to eliminate these barriers.

The District is committed to provide and maintain a learning and working environment in which racial, ethnic, cultural and religious differences are recognized and valued. These differences must not be the basis of discrimination.

Within these parameters, the District promotes:

- respect for the individual in their diversity;
- heterogeneity in groupings;
- positive representative role models at all levels of the school system;
- encouragement of all groups to apply for employment;
- assistance to students and staff to overcome barriers to reaching their potential;
- recruitment practices and hiring standards that use qualifications and experience as the key criteria for selection;
- methods to ensure effective communications with parents who have little or no English;
- the removal of any barriers to parent participation in schools;
- activities which encourage pride in one's heritage and first language;

- cross-cultural training of staff, parents and students (e.g. awareness activities);
- global rather than predominantly Eurocentric education; and
- world literature and materials that portray diversity

With emphasis on the areas of curriculum, staff development, personnel practices, conduct and climate, the District promotes the integration of anti-racism issues into the fabric of the system and their inclusion as part of the agenda of all committees and activities. Race relations issues are not to be trivialized or marginalized.

## **Procedures**

1. The Superintendent will ensure annually that students, parents, support staff, teachers and administrators are informed of the School District #43's (Coquitlam) anti-racism administrative procedure.
2. Organization of cross-cultural awareness workshops will be made available to C.T.A., C.P.V.P.A., C.U.P.E., D.P.A.C., students and others.
3. An employment package with information about the composition of our community and the needs of our students will be provided to successful applicants.
4. Reviews of curriculum and programs to ensure that they reflect multiple points of view and a global outlook are undertaken periodically.
5. Information is provided for students and staff members on how to handle instances of prejudice; and
6. Assistance and encouragement is given to interagency groups to establish community-based centres which provide services to new Canadians (i.e. a bank of translators, language courses, support, etc.).

Reference: Human Rights Act

Last reviewed: March 2023