



## **KENORA CATHOLIC DISTRICT SCHOOL BOARD**

### **100 General Administration Procedures**

#### **AP 107: Anti-Racism and Ethno-cultural Equity**

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The director of education will ensure the development of an educational environment that provides the opportunity and encouragement for all learners to develop and achieve to the best of their ability and especially promotes a school environment which sensitizes and prepares students and staff for their role in today's and tomorrow's multiracial/multicultural society. In an increasingly diverse Ontario, that means ensuring that all of our students, are engaged, included, and respected, and that they see themselves reflected in their learning environment.

#### **1. Board Policies, Procedures and Practices**

It is the intent of the director of education that the principles of antiracism and ethno-cultural equity reflecting community needs shall permeate all aspects of board operations, organizations, structures, policies, guidelines and practices.

- 1.1** The director of education has a clear commitment to the principles of antiracism and ethno-cultural equity in all existing and new board policies and procedures.
- 1.2** The director of education will strive to eliminate racial and ethno-cultural biases in board policies, procedures and day-to-day practices.
- 1.3** The director of education will establish mechanisms for measuring progress towards antiracism and ethno-cultural equity.

#### **2. Leadership**

The director of education will demonstrate leadership in the community by providing awareness, consultation and education opportunities.

- 2.1** The director of education will assist school board trustees, administrators and staff to develop the knowledge, skills, attitudes and behaviors needed to implement antiracism and ethno-cultural equity policies in the school system.

- 2.2 The director of education will identify all expected outcomes for those responsible for implementation and incorporate these outcomes into the performance appraisal process, including the ongoing evaluation of teachers.
- 2.3 The trustees, administration and staff will ensure that board policy directions and priorities as well as the day-to-day implementation of programs and services are consistent with the aims of antiracism and ethno-cultural equity.
- 2.4 The director of education will establish antiracism and ethno-cultural equity principles and objectives and incorporate them into annual plans and year-end reports.

### **3. School Community Partnership**

The director of education, through effective school/community partnerships, shall honour the perspectives, experiences, cultural giftedness and needs of diverse racial, Anishinaabe/Aboriginal and ethno-cultural groups.

- 3.1 The director of education will identify Anishinaabe/Aboriginal racial and ethno-cultural minority communities within the school board's jurisdiction, whether or not they are involved in school board activities.
- 3.2 The director of education will continue to involve diverse communities in partnership activities with the school board.
- 3.3 The director of education will request community groups to identify their spokesperson for the purpose of establishing school-community partnerships.
- 3.4 On a regular basis, the staff of the director of education will assess the effectiveness of community consultation and partnership involvement.

### **4. Curriculum**

The director of education will take positive action to remove bias or discriminatory barriers that may exist within school curricula, programs or materials.

- 4.1 Heads of organizational units will review, develop or modify curriculum to reflect in an equitable way a culturally and racially diverse society.
- 4.2 Principals of schools and heads of organizational units will ensure that the cultural and racial identities of all students are affirmed in an equitable and appropriate way through their learning experiences in the school.

- 4.3 The curriculum staff and teachers will identify bias and discriminatory barriers in existing curriculum structures, policies, programs and learning materials.
- 4.4 The director of education's procedure for curriculum review, development and implementation will be modified to ensure that the process is consistent with antiracism and ethno-cultural equity objectives.
- 4.5 Staff training and Ministry textbook guidelines will be used to enhance the abilities of teachers in the director of education to recognize and use biased materials constructively to develop students' critical thinking about racism.
- 4.6 Membership opportunities on curriculum committees will be offered to reflect the diversity of staff, students, parents and the community.

## **5. Student Languages**

The director of education and staff value and respect the student's first language. All students will gain proficiency to their fullest potential in one or both of Canada's two official languages.

- 5.1 The staff will continue to value each student's first language.
- 5.2 Board programs will assist students to develop literacy in at least one official language, while providing opportunities for the development of literacy in a second official language.

## **6. Student Evaluation, Assessment and Placement**

The director of education will designate appropriate staff to evaluate, assess and place students suitable to their individual needs.

- 6.1 The director of education will ensure student evaluation, assessment and placement is free of bias and designed to meet the needs of individual students.
- 6.2 The director of education will provide a continuum of placement opportunities so that the decisions concerning the students' educational and career opportunities have flexibility.
- 6.3 The director of education will ensure the continuation of open communication with parents so that they understand assessment and placement procedures and are involved in placement decisions.

## **7. Guidance and Counseling**

The director of education will designate appropriate staff to provide student services, guidance and counseling services designed to be appropriate to the needs of all students.

- 7.1** Board and school staff will continue to seek input from parents/guardians, students and community groups in order to determine students' needs for guidance and counseling and whether those needs are being met.
- 7.2** The director of education will examine what support counselors indicate they require to serve the diverse student population.
- 7.3** The director of education will designate appropriate staff to review materials to eliminate racial and ethno-cultural stereotyping in educational and career-planning programs.
- 7.4** The board staff will continue to provide support for students in the identification of career options and appropriate academic paths.
- 7.5** The director of education will continue to support partnerships among students, staff, home, community, business and industry in program review and development.
- 7.6** The director of education shall ensure that communication strategies, in a language understood by the parents, are in place to keep parents/guardians involved with their children's current education, achievement and progress and their plans for the future.

## **8. Racial and Ethno-cultural Harassment**

The director of education is committed to providing an environment free from racial and ethno-cultural harassment.

- 8.1** The director of education will provide procedure guidelines for dealing with racial and ethno-cultural harassment involving staff, students and other individuals in the school board.
- 8.2** The director of education will provide staff with opportunities to gain the knowledge and skills to identify harassment and to respond effectively to it.
- 8.3** Staff will discuss annually at their first staff meeting the director of education's antiracism and ethno-cultural procedures.

- 8.4 The director of education will include in his or her annual report the review of the procedures for addressing violence and harassment.
- 8.5 The director of education will recognize positive contributions by groups or individuals that promote racial harmony and/or ethno-cultural equity.

## 9. Employment Practices

The director of education will ensure that the board operates as an equal opportunity employer.

- 9.1 Advertisements will be in accordance with its employment equity procedures.
- 9.2 Recruitment and promotion procedure shall be free of bias.
- 9.3 The director of education will involve the community in developing interview criteria for staff positions to reflect the diversity within the community.

## 10. Staff Development

The Kenora Catholic District School Board employees shall receive staff training needed to acquire the knowledge, skills, attitudes and behaviors to identify and eliminate racial bias and discrimination.

- 10.1 The director of education shall develop an annual staff development and training plan which will assist in the implementation of the antiracism and ethno-cultural equity procedures.
- 10.2 The director of education shall develop a regular needs assessment for staff training programs.
- 10.3 The director of education will reinforce the system mission statement and shall assist trustees and staff to deal confidently and effectively with issues of racism and discrimination and with incidents of racial and ethno-cultural harassment.
- 10.4 Staff and trustee training will develop skills and criteria to identify and deal with bias in learning materials.
- 10.5 The director of education will continue to request that community groups, associations and organizations be involved in the review, development and implementation of staff training programs.

- 10.6** The director of education will report annually to the appropriate committee of the board on courses, workshops and community consultation requirements of the Antiracism and Ethno-cultural Equity Procedure.

Legal Reference

Education Act S.8 (1) (29.1) Ethno-cultural Equity

Antiracism and Ethno-cultural School Boards: Guidelines for Policy Development and Implementation 1993

Realizing the Promise of Diversity.....Ontario's Equity and Inclusive Education Strategy 2009

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