

# A Guide for Teachers & Staff

## How to Respond to Racism in your Classroom



### Be Aware

- Listen carefully for any racist language, jokes, or behaviors, whether explicit or subtle.
- Act quickly when you witness or hear incidents of racism. Ignoring these behaviors can imply acceptance and foster a harmful environment.

### Respond Calmly and Firmly

Name the behavior without labeling the student, e.g., “that comment is not respectful and goes against our values of respect for everyone.”

### Create a Safe Environment

- Set Ground Rules: begin by establishing clear, respectful communication standards in the classroom.
- Promote conversations around diversity, respect, and inclusivity. Teach students how to have respectful conversations about difficult topics.

"In our classroom, everyone is important, and we make sure everyone feels safe and respected. We don't allow unkind words or actions toward others."

### Educate and Empower

- Focus on teachable moments: without singling out any student, address why the words/behavior could be harmful and discuss the potential impact on individuals and communities.
- Incorporate Anti-Racism Education: regularly integrate lessons about diversity, equity, and inclusion into your curriculum.

"We learn about racism so we can understand each other better, treat everyone fairly, and help make our world kinder and safer for everyone."

Remember: Your consistent response to racist comments and actions sets the standard for what is acceptable and reinforces a respectful, inclusive environment for all.



# Safe, Caring & Inclusive Schools



**Link to Video**

**<https://www2.gov.bc.ca/gov/content/erase/diversity-and-inclusion>**

Every school across B.C. is a community of unique individuals, each bringing their own background, experiences, and perspectives.

Together, we create a place where everybody and their differences are appreciated. Every student, staff and community member, regardless of race, culture, religion,

sexual orientation, gender identity or expression, or ability, is welcome and should feel comfortable and cared for at school. Because everyone belongs!

## Before Video

Prior to watching the video, you may wish to engage in a discussion about what it means to have a safe, caring and inclusive school.

1. *What does it mean to belong?*
2. *What makes you feel safe and included at your school?*
3. *What do you think helps people to feel welcome and cared for?*

You may also ask students to brainstorm reasons someone might not feel welcome or accepted at their school or in their community, and what could be done to make sure that doesn't happen.

## After Video

Here are some questions that may prompt further discussion.

1. *What are some things our school does to make everyone feel welcome?*
2. *Why is it important that people be treated equally & equitably?*
3. *What could we do in our classroom to ensure everyone belongs & feels safe?*
4. *What are some ideas to make our school more inclusive?*

## Resources

Here are some additional resources:

1. [erase = expect respect & a safe education](#)
2. [Anti-Racism: A Guide for Teachers](#)
3. [BC Human Rights Code](#)
4. [BC Declaration on the Rights of Indigenous Peoples Act](#)
5. [Canadian Charter of Rights & Freedoms](#)