

Draft Policy on Anti-Ableism

TUESDAY, DECEMBER 19, 2023

KEVIN POKASUWAN, SUBCOMMITTEE REPRESENTATIVE FOR CUPE
JENNIFER BRANSTON, SUBCOMMITTEE REPRESENTATIVE FOR NVPAC
VINCE WHITE, SUBCOMMITTEE CHAIR

Origin

Motion – New Policy on Ableism

That the Board of Education direct the Superintendent, through the Policy Advisory Committee, to create a policy and administration procedures on ableism; and, that the committee include people with disabilities.

April 12, 2022 – Board of Education Public Board Meeting

Subcommittee Members



- Maddie Walker** - District Student Leadership Council (DSLCL)
- Jayden Weiss** - District Student Leadership Council (DSLCL)
- Jennifer Branston** - North Vancouver Parent Advisory Council (NVPAC)
- Vicky Sra** - North Vancouver Parent Advisory Council (NVPAC)
- Robin Deleurme** - North Vancouver Teachers Association (NVTAL)
- Rick Chan** - North Vancouver Administrators Association (NOVAL)
- Jennifer Wilson** - North Vancouver Administrators Association (NOVAL)
- Kevin Pokasuwan** - Canadian Union of Public Employees (CUPE)
- Janis Mann** - Chair of NVSD Inclusion Committee
- Vince White** - Chair, Subcommittee to Develop Policy on Anti-Ableism

Meeting Dates & Highlights



September 29, 2022

October 27, 2022

November 24, 2022

January 26, 2023

February 23, 2023

March 30, 2023

April 2, 2023

June 1, 2023

October 26, 2023

- Efforts to ensure sufficient representation from individuals with disabilities
- Efforts to ensure subcommittee members had a fulsome understanding of ableism
- Consideration of how ableism / anti-ableism exists within and outside of other frameworks related to discrimination
- Decision to bring the policy forward to the Board of Education for approval prior to designing administrative procedures.

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Ableism / Disablism is a form of discrimination in society that holds that some people are more valuable than others, which can limit the potential of people with disabilities. People with disabilities are then assumed to be less worthy of respect and consideration, less able to contribute and/or take part, and have less value than other people. Ableism / Disablism can be conscious or unconscious, and is embedded in institutions, systems, and the broader culture of society.

An ableist belief system includes negative attitudes, stereotypes, stigma, and attitudinal barriers associated with, and towards persons with visible and invisible disabilities. These create significant barriers or adversely impact equality, participation, dignity, and well-being. These barriers are harmful and perpetuate exclusion and discrimination.

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North Vancouver School District Board of Education is committed to ensuring the full inclusion and equitable treatment of all students, employees, Indigenous rights holders, and school district partners. It recognizes that diversity and intersectionality is a source of social, cultural, and economic enrichment and strength. North Vancouver School District endeavours to provide a climate of understanding and mutual respect for the dignity and rights of each individual with visible or invisible disabilities.

North Vancouver School District recognizes that Ableism/ Disablism represents a formidable barrier for many students, staff, and their families, having the effect of adversely impacting their lived experiences, self-agency, sense of belonging, and potential for success within their school community. Ableism / Disablism limits opportunities for persons with visible and invisible disabilities.

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This policy and its administrative procedures commit North Vancouver School District, its Board of Education, students, families, staff members, and broader community, to develop a heightened awareness of Ableism / Disablism and to make conscientious efforts to diminish and eliminate its occurrences. These efforts include but are not limited to: creating learning opportunities and defining expectations; identifying language, behaviors, and purposeful actions to prevent Ableism / Disablism.

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These goals and objectives align with the BC Human Rights code, Canadian Human Rights Act, North Vancouver School District's Accessibility Plan, Accessible British Columbia Act, and both the United Nations Convention of the Rights of Persons with Disabilities and Declaration on the Rights of Indigenous Peoples Act.

Resources

- [BC Human Rights Code](#)
- [Canadian Human Rights Act](#)
- [North Vancouver School District's Accessibility Plan](#)
- [Accessible British Columbia Act](#)
- [United Nations Convention of the Rights of Persons with Disabilities](#)
- [Declaration on the Rights of Indigenous Peoples Act](#)

Questions?

