

Promoting a Welcoming and Inclusive Community

BOARD OF EDUCATION STANDING COMMITTEE MEETING
MAY 2, 2023

Traditional Land Acknowledgement



We would like to thank the Coast Salish people, specifically the Skwxwú7mesh Nation and Səlilwətał Nation on whose unceded traditional territory the North Vancouver School District resides. We value the opportunity to learn, share and grow on this traditional territory

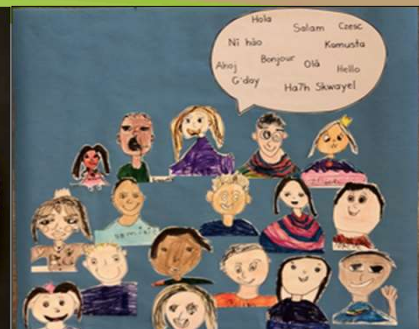


Community Norms



- **Be present:** Create the atmosphere you need to actively participate.
- **Engage generously & responsibly:** Be attentive to the impacts of your intentions.
- **Speak from your experience:** Be mindful of how your statements may generalize or reduce an individual or community's lived experience.
- **Call in:** Focus on compassion and content, not character, when providing feedback to others.
- **Keep yourself open to learning:** There are no experts.
- **Welcome group tension:** View disagreement as a space of possibility and generative discussions.
- **Respect confidentiality:** What is said here stays here.
- **Be open to non-closure:** This is an ongoing journey.

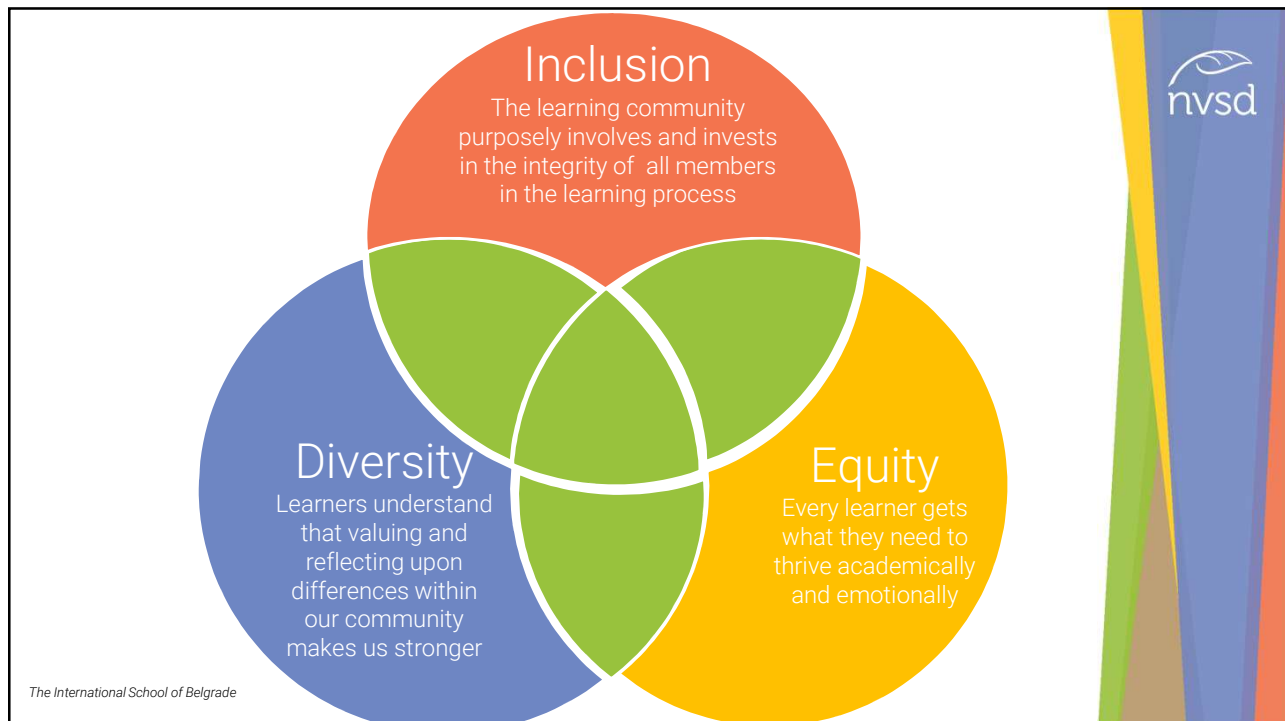
Introduction



Objective



1. To share work underway, and some learnings.
2. To give a glimpse into planned initiatives.
3. To hear the voices of the district about some areas where we should focus going forward.





Working Definitions



- **Bias:** in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.
- **Discrimination:** the unfair treatment of people based on race, ability level, gender identity, sexual orientation, and other groups.
- **Oppression:** individuals, institutions, and society that regularly discriminates against some groups and benefits other groups.
- **Sense of Belonging:** the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group.

Round Table Discussion



Three 20 minute sessions, new table group each round

- Round 1: Questions
- Round 2: Questions
- Round 3: Questions

Round 1



How do we ensure that all students and their caregivers feel a sense of belonging in our school community?

What steps we can take to nurture schools are welcoming for students and families from oppressed backgrounds?

Round 2



What are the forms of discrimination and bias that exist within our school district community?

What practises perpetuate discrimination and bias within the NVSD?

Round 3



How do we collectively address different forms of discrimination in the school district community?

What are some ways that we can take positive action to address incidents of discrimination in the NVSD?



Final remarks