

## **409 Anti-Racism and Equity through Cultural Diversity**

Revised: September 25, 2001

Revised: May 24, 2022

### **Policy**

We acknowledge that the conversation of racism, equity and cultural diversity is constantly evolving and changing. Under Canadian laws, all people have the right to their fundamental freedoms and protection from discrimination and racism. It is important to embrace change as a community, sharing the responsibility for creating a welcoming and inclusive environment which honours and respects everyone.

The Board of Education of the North Vancouver School District is committed to the equitable treatment of all students, employees, Indigenous rights holders and school district stakeholders regardless of their ancestry, country of origin, ethnicity or cultural background. The Board of Education will ensure all students, employees, Indigenous rights holders and school district stakeholders are provided with a safe and respectful environment to work, learn and prosper.

The Board is committed to developing and promoting positive values by:

- Ensuring inclusion of all students, employees and their respective families, regardless of their ancestry, country of origin, ethnicity or cultural background in all aspects of school life;
- Defining appropriate expectations, language, behaviours and actions in order to prevent discrimination or harassment based on ancestry, country of origin, ethnicity or cultural background;
- Ensuring that complaints of discrimination or harassment based on real or perceived racism are taken seriously and dealt with expeditiously and effectively through consistently applied policies and procedures; and,
- Raising awareness, offering ongoing learning (including resources) and implementing practices that will support and celebrate the diverse communities within the NVSD.

These values align with the Canadian Charter of Rights and Freedom, the Canadian Human Rights Act, Canadian Multiculturalism Act, BC Human Rights Code and the Collective Agreement between North Vancouver School District and the North Vancouver Teachers' Association.

### **Administrative Procedures**

[Policy 409: Anti-Racism and Equity through Cultural Diversity – Administrative Procedures](#)