

POLICY 409: ANTI-RACISM AND EQUITY THROUGH CULTURAL DIVERSITY

ADMINISTRATIVE PROCEDURES

The North Vancouver School District shall make consistent and ongoing efforts to promote and support inclusion as it relates to anti-racism, equity and cultural diversity.

This will include, but not be limited to:

- Providing equity-based and on-going professional development to new and existing staff members around racial consciousness and inclusivity;
- Examining existing and new school activities, events and classroom resources to ensure that they do not reinforce cultural stereotypes;
- Increasing awareness of macro/micro aggressions (e.g., cultural nomenclature, actions etc.) within school communities;
- Providing resources (e.g., books, posters and resources) and implementing practices (e.g., school announcements) that will support and celebrate the diverse communities within the NVSD;
- Increasing visibility and awareness of cultural diversity by acknowledging national and international days of recognition (e.g., cultural celebrations and religious holidays);
- Providing and promoting a system for reporting racial incidents (e.g., conduct incidents in Student Information System); and,
- Recruiting and retaining culturally and linguistically diverse staff members.