

AP 315

Diversity, Equity, Inclusion and Anti-Discrimination

Background

The Abbotsford School District recognizes that diversity, equity, and inclusion are essential components of a safe, caring, and connected learning environment. The district is committed to ensuring that all students, staff, families, and community members feel valued, supported, and respected, regardless of their race, ethnicity, national origin, language, religion, gender identity, sexual orientation, ability, socioeconomic status, or body diversity. The district is further committed to anti-oppressive and anti-discriminatory practices through the identification and elimination of all types of discrimination as prescribed by The Canadian Charter of Human Rights and the BC Human Rights Code.

Personal and Cultural Identity is a core competency for our students as outlined in the BC Provincial Curriculum. Positive personal and cultural identity involves the awareness, understanding, and appreciation of the factors that contribute to a healthy sense of oneself; it includes knowledge of one's family background, heritage(s), language(s), beliefs, and perspectives in a pluralistic society. The Abbotsford School District is committed to sustaining individual personal and social identities, as well as supporting our learners in developing cultural literacy to thrive in the world around them.

The purpose of this administrative procedure is to establish a framework for promoting diversity, equity, and inclusion in all aspects of the Abbotsford School District's operations, including curriculum, hiring practices, professional development, discipline, and community engagement.

Procedures

1. **Instructional Resources:** Administrators and teachers are responsible for the development and implementation of culturally responsive and inclusive curricula that reflect the diversity of the student body and promote respect for all cultures, perspectives, and experiences. The curriculum will include materials and resources that represent diverse voices and histories, challenge stereotypes and biases, and foster critical thinking and personal and social competencies.
2. **Professional Development:** District departments and schools will provide ongoing professional development opportunities to school district employees that focus on diversity, equity, inclusion and anti-racism. Professional development will include training on cultural competence, implicit bias, microaggressions, and culturally responsive pedagogy, as well as opportunities for school district employees to engage in dialogue and reflection on their own identities and experiences.

3. Discipline: School district employees will ensure that discipline policies and practices are fair, equitable, and unbiased. The district will seek to reduce the use of exclusionary practices, such as suspensions and expulsions, and promote restorative practices that repair harm and build relationships. District staff will ensure that their responses to incidents of discrimination will protect students, families and school district employees from revictimization and further harm.
4. Community Engagement: School district employees will engage families and community members in meaningful ways that recognize their diverse perspectives and experiences. Specific care and attention will be given to engaging families that may have been traditionally marginalized or have experiences of trauma connected to education. The district, schools and school district employees will seek to build partnerships with community organizations that support diversity, equity, and inclusion, and provide opportunities for students to learn from and contribute to the broader community.

References

[Equity Framework | Abbotsford School District \(abbyschools.ca\)](https://www.abbyschools.ca)

Canadian Charter of Rights and Freedoms

[Human Rights - Province of British Columbia \(gov.bc.ca\)](https://www2.gov.bc.ca)

[Personal and Social | Building Student Success - B.C. Curriculum \(gov.bc.ca\)](https://www2.gov.bc.ca)

[Declaration on the Rights of Indigenous Peoples Act](https://www2.gov.bc.ca)

Truth and Reconciliation Commission [94 calls to action](https://www2.gov.bc.ca)

BC K-12 Anti-Racism Action Plan: [k-12-anti-racism-strategy.pdf \(gov.bc.ca\)](https://www2.gov.bc.ca)

Erase: [erase = expect respect & a safe education - Province of British Columbia \(gov.bc.ca\)](https://www2.gov.bc.ca)

[Anti-Racism Learning Resources Project | Focused Education \(focusedresources.ca\)](https://www2.gov.bc.ca)

[The Anti-Racism Data Act - \(gov.bc.ca\)](https://www2.gov.bc.ca)