

RAINBOW DISTRICT SCHOOL BOARD

POLICY & PROCEDURES MANUAL		P.2.10
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POLICY STATEMENT

P.2.10 ANTIRACISM AND ETHNOCULTURAL EQUITY

Rainbow District School Board respects and values the diversity and similarities of the cultures and traditions of diverse groups within its community and actively seeks to promote an educational environment free from racial and ethnocultural prejudice and discrimination.

OPERATIONAL PROCEDURES

OP.2.10 ANTIRACISM AND ETHNOCULTURAL EQUITY

Preamble

Our community is composed of people from a wide variety of ethnic, racial and aboriginal backgrounds. The dignity and worth of every person and the provision of rights and opportunities free from racial discrimination are recognized as fundamental to Canadian society. It is the intent of Rainbow District School board to provide guidelines to promote a harmonious learning environment and equitable outcomes for all students.

Board Policies

Representatives of aboriginal and ethno cultural groups shall be invited to participate in the development and review of board policies.

Leadership

Through shared leadership Rainbow District School Board shall ensure policies are free from bias and discrimination and prepare students to live in a racially and culturally diverse society.

School-Community Partnerships

Rainbow District School Board shall endeavour to meet the needs of diverse racial and ethno cultural groups by supporting its schools to collaborate, promote open dialogue with parents/guardians and encourage participation in activities relating to antiracism, ethno cultural diversity and the contribution of aboriginal people.

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Curriculum/Program

Rainbow District School Board supports programs that celebrate the diversity of our multicultural society and respects the importance of all people.

Rainbow District School Board shall carefully examine and select learning materials to promote the eradication of racism; to promote both racial harmony and the appreciation of cultural diversity; to develop positive attitudes towards diverse ethnic and cultural groups and to recognize the contributions of all groups to the benefit of Canadian society.

Student Languages

Rainbow District School Board values and respects the student's first language as a foundation for education that promotes the acquisition of English and/or French.

Native and heritage language programs will be considered, when warranted by sufficient enrolment and where feasible, in keeping with Ministry of Education policies, guidelines and resources. Students will be encouraged to perceive that their first language is valued.

Student Evaluation, Assessment and Placement

Rainbow District School Board is committed to ensuring that students who belong to aboriginal, racial and ethno cultural minorities can achieve their full potential through assessment, placement and program practices that are multifaceted and bias-free.

Guidance and Counselling

Rainbow District School Board shall ensure that guidance/career counseling is free of bias and reflects the customs, lifestyles and traditions of aboriginal, racial and ethno cultural minorities.

Racial and Ethno cultural Harassment

Rainbow District School Board believes that racially derogatory behaviour or harassment are not acceptable, are contrary to the Ontario Human Rights Code and the Harassment Policy of Rainbow District School Board and will not be tolerated.

Rainbow District School Board will endeavour to ensure that all complaints are investigated through a process free from bias.

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Employment Practices

Rainbow District School Board shall promote employment practices that do not discriminate directly, indirectly or systemically.

The Director of Education shall be responsible for the regular review of employee recruitment, selection, transfer and promotion procedures and practices in order to ensure that selection criteria provide equal employment opportunities for all employees and are free of bias.

Staff Development

Rainbow District School Board is committed to providing professional learning opportunities which encourage the acquisitions of knowledge, skills, attitudes and behaviours, which contribute to the elimination of racial and ethno cultural bias and discrimination.

APPENDIX

Definitions

ABORIGINAL refers to the original inhabitants, or indigenous peoples of Canada and their descendants. Aboriginal peoples include Status Indians, non-Status Indians, Inuit and Métis peoples of Canada.

ANTIRACISM refers to efforts to counter any and all forms of racism manifested in the education process. Antiracist education seeks to identify and change institutional policies, procedures, individual behaviours and practices that may foster racism.

BIAS is an opinion, preference, prejudice or inclination formed without reasonable justification which then influences an individual's or a group's ability to evaluate a particular situation objectively or accurately.

CULTURE refers to the totality of ideas, values, knowledge, language, and way of life of a group of people who share a certain historical background. Manifestations of culture include but are not limited to art, laws, institutions, and customs. Culture changes continually.

DISCRIMINATION is an action or behaviour that leads to an unfavourable outcome for a group or an individual as a member of a group which usually creates a disadvantage for that individual or group.

EQUITY refers to equality of opportunity, access and outcome.

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ETHNIC refers to the sharing of a cultural heritage, which often includes national affiliations, language, and/or religion. Everyone belongs to an ethnic group.

ETHNOCULTURAL is an affiliation of people based on shared characteristics of culture, language, religion, ethnicity, and/or nationality.

RACE refers to a socially defined group which sees itself and/or is seen by others as being different from other groups in its common descent or external features such as skin colour, hair texture or facial characteristics. According to the Ontario Human Rights Commission, the term “race” may be interpreted to include all race-related grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship and creed.

RACIAL AND ETHNOCULTURAL HARASSMENT is demeaning treatment based on race or ethnicity. It is a form of discrimination that is prohibited by the *Ontario Human Rights Code*. Harassment can be overt or subtle, intentional or unintentional. It can involve verbal or physical abuse or threats; unwelcome remarks, jokes, innuendoes, or taunting about a person’s race, ethnicity, national origin, faith, dress, or accent; graffiti or the displaying of racist pictures; the composition and/or distribution of derogatory material; exclusion, avoidance, or condescension because of race or ethnocultural background; or a series of individual incidents which, when examined in their totality, can be seen to have a negative impact on an individual or a group.

RACISM is a system in which one group of people exercises abusive power over others on the basis of skin colour and racial heritage; a set of implicit or explicit beliefs, erroneous assumptions and actions based upon an ideology of inherent superiority of one racial or ethnic group over another. Racism is manifested within organizational and institutional structures.

STEREOTYPE refers to a generalized conception, sometimes negative, of a group of people that results in the unconscious or conscious categorization of each member of that group, without regard for individual differences.

SYSTEMIC DISCRIMINATION refers to the institutionalization of discrimination through policies and practices, which have become historically entrenched in systems, resulting in barriers to equality of opportunity for members of minority groups.