

<b>Section:</b>	<b>District Administration</b>	
<b>Title:</b>	<b>Anti-Racism</b>	<b>2.2.2</b>

**Purpose**

To provide supplemental information and direction regarding Anti-racism.

**Policy**

The Board supports and endorses the values and objectives contained in the Canadian Multiculturalism Act, the B.C. Multiculturalism Act, the Charter of Rights and Freedoms, and the B.C. Human Rights Code. In recognizing the importance of these values, the school district shall prohibit discriminatory conduct which violates the B.C. Human Rights Code, as outlined in the Respectful Schools and Workplaces: Anti-bullying, Harassment & Discrimination Policy.

Mission Public Schools is committed to a policy of respect and acceptance of the many cultures within its schools and will foster the development of awareness, understanding, and respect for people of all ethnic, cultural, and linguistic heritages. The Board is also committed to supporting an environment free from intentional or unintentional racism for all students, employees, and trustees.

Specifically, Mission Public Schools is committed to:

- a. The elimination of racism and all forms of discrimination;
- b. The principles of equity for all races, ethnicities, and cultures reflected in the District's policies, procedures, and relations with staff, students, and the larger community;
- c. Acknowledging the true history of Mission and working to heal the historical wrongs to Indigenous peoples in Canada;
- d. Increasing awareness of and appreciation for the racial, cultural, religious and linguistic diversity of Mission, and more broadly Canada;
- e. Modelling anti-racism practices to its staff and offering opportunities for education in anti-racism for both staff and students;
- f. Promoting through all its practices and structures, an environment which is free of discrimination and racial bias.
- g. Allegations of racist language, behaviour, or discrimination will be reported to the Teacher or Principal in the case of students. In the case of employees, allegations will be reported to the immediate supervisor or the District Superintendent as per procedures to address instances of bullying, harassment or discrimination. Allegations against the Superintendent or Trustees will follow the guidelines of the Procedure regarding Respectful Schools.

**Guidelines for Curriculum:**

The District will support and encourage staff to:

1. Adapt and include current recommended learning resources and strategies to provide opportunities for all students and staff to develop positive awareness with respect to human rights, anti-discrimination and cultural diversity.
2. Create or acquire appropriate, current, and relevant recommended learning resources for anti-racism education.
3. Examine library resources and curriculum to identify racial bias. Awareness will be placed on historical documents being educational despite, or because of, racism or racially insensitive content in the document. Warnings may be used for texts where deemed appropriate by staff.

**Date of Original Board Approval:**

**Date Amended:**

*Cross Reference:*

Policy 2.2	Respectful Schools and Workplaces: Anti: Bullying, Harassment, & Discrimination
Policy 2.2.1	Sexual Minority – Sexual Orientation – Gender Identify – Anti-homophobic
AP110	Respectful Workplace: Anti: Bullying, Harassment, & Discrimination
AP111	Respectful Schools