



1. GENERAL PHILOSOPHY

- 1.1. The Western School Division is committed to an educational philosophy that recognizes the fundamental equality of all people. It supports and facilitates the acceptance, respect and appreciation for all people and and differences.
- 1.2. Respect for Human Diversity and Equity Education is the process of making education reflect a belief of the fundamental equality of all people, irrespective of ancestry, nationality, ethnic background, religion or creed, age, sex, gender identity, sexual orientation, family status, socio-economic status, physical or mental disability.ⁱ Learning environments present opportunities to educate students about diversity and the benefits and advantages for all, as well as nurture fair and equal participation, interdependence, and appreciation for the contributions of all.
- 1.3. Respect for Human Diversity and Equity Education endeavours to prepare students with the knowledge and skills to function socially, emotionally, politically, and economically in Canadian society. All students will be provided with opportunities to:
 - develop a positive self-image;
 - become contributing members of Canadian society;
 - enjoy equal rights and opportunities in a diverse and inclusive learning environment.
- 1.4. The Western School Division is committed to meeting the diverse needs of all learners.
- 1.5. Respect for Human Diversity and Equity Education is an integral part of all school programming within the established outcomes of the curricula approved by Manitoba Education.

Components of Respect for Human Diversity and Equity Education may include topical content. Western School Division is committed to respecting diversity and equity, and invites dialogue between teachers, parents, and students around different points of view.

2. DEFINITION: DIVERSITY AND EQUITY EDUCATION

- 2.1. Diversity encompasses all the ways in which human beings are both similar and different. It means understanding and accepting the uniqueness of individuals, as well as respecting their differences. Diversity may include, but is not limited to ancestry, nationality, ethnic background, religion or creed, age, sex, gender identity, sexual orientation, family status, socio-economic status, physical or mental disability.ⁱⁱ
- 2.2. Equity refers to the provision of equitable opportunity, equitable access to programming, services, and resources critical to the achievement of outcomes for all students and the staff who serve them. Equity and equality are not necessarily synonymous, as equity can be achieved through unequal means.

3. GOALS OF DIVERSITY AND EQUITY EDUCATION

- 3.1. The general goals of Respect for Human Diversity and Equity Education in The Western School Division shall include:





7.2. The Western School Division recognizes the need to create an inclusive environment in which all students, parents, staff and community members from diverse backgrounds feel welcome and included.

7.3. The Western School Division shall continue to support relationships that promote effective participation in the education process by:

- a) Encouraging parent advisory councils, school based parent-teacher committees and parent centres to be reflective of the diverse communities they serve;
- b) Ensuring communication with _____ individual





10. DEALING WITH DISCRIMINATION

- 10.1. An investigation will be conducted on all complaints of discrimination. Depending on the nature of the incident of discrimination, the investigative responsibility may lie with a school, the School Division, or an external party.
- 10.2. Persons found to be involved with or responsible for discriminationⁱⁱⁱ will be subject to corrective and/or disciplinary action, up to and including dismissal or expulsion.

11. AUTHORITY

- 11.1. The Respect for Human Diversity and Equity Education procedure supports, is congruent with, and to be implemented in correlation with existing Western School Division policies, regulations, and procedures which support a safe and respectful learning environment and workplace, including but not limited to:

- Freedom from Violence (AP 1-400)
- Employee Violence Prevention Regulation (AP 1-401)
- Freedom From Harassment (AP 1-500)
- Freedom from Harassment - Administrative Complaint Procedures (AP 1-501)
- Student Conduct in School buses (AP 4-410 and 4-411)
- Staff Ethics (AP 5-400)
- Appropriate Education Programming (AP 3-201)
- Learning Resources (AP 3-700)
- Library Materials Selection and Adoption (AP 3-701)
- Assessment, Evaluation and Reporting (AP 3-400)
- Public Complaints About Learning Resources (AP 3-702)
- Student Conduct (AP 2-400)
- Student Discipline and Suspension (AP 4-402)
- Threatening Behaviours (AP 2-320)
- Advertising in the Schools (AP 2-502)

- 11.2. u Education policy complies with requirements to do so as per clause 41 (1) (b.4) of the Manitoba Public Schools Act, and in response to S.M. 2013, c. 6, Bill 18, 2nd Session, 40th Legislature, The Public Schools Amendment Act (Safe and Inclusive Schools).

- 11.3.

