

**BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 46 (SUNSHINE COAST)
AD HOC EQUITY COMMITTEE NOTES**

Wednesday, December 16, 2020, 7:00 p.m.
Online via Zoom

PRESENT: M. Hampvent (Committee Chair); S. Leech; T. Ste. Marie; A. Grunenberg, Student Trustee

STAFF: P. Bocking, Superintendent; K. Mahlman, District Principal; E. Reimer, Executive Assistant (Recording Secretary)

1. Call to Order

The meeting was called to order at 7:00 p.m.

2. Draft Policy Review

District Principal Mahlman reported that feedback on the draft policy was sought from range of individuals and community groups, including:

- Students and staff who had a personal interest or had been a subject of racism,
- District Parents Advisory Council (DPAC),
- Sunshine Coast Principals and Vice-Principals Association,
- Indigenous Education Advisory Circle,
- Community members active in anti-racism endeavors,

A copy of the policy was provided to shíshálh Nation council members for comment as well, however feedback had not been received in advance of the ad hoc committee meeting.

The committee reviewed the subsequent edits based on community feedback and agreed to:

- Naming the policy “Anti-Racism”
- Opening the policy with “Racism exists...”
- Using the phrase “some” instead of “may” in item II: “The Board recognizes that [some](#) students, staff and other school community members...”
- Supporting the additions and edits based on feedback from stakeholders

RECOMMENDATION: “To recommend the Anti-Racism policy, including revisions discussed at the meeting taking place on December 16, 2020, be brought forward to the board for adoption”

Superintendent Bocking indicated that a regulation would be developed following board adoption of the policy. Student Trustee Grunenberg requested that the policy be shared with the DSLT at a future meeting.

3. Adjournment

The meeting adjourned at 8:02 p.m.

25 ANTI-RACISM

Racism exists. Racism is a set of mistaken assumptions, opinions and actions based on the unfounded belief that one group of people, categorized by colour, ancestry or culture, is inherently superior to another. Racism is often implicit in attitudes; everyday behaviour, policies and practices, and/or values. Racism has profound, adverse social consequences including discrimination, hatred, bullying, harassment, physical and sexual violence, social and emotional isolation, substance abuse, homelessness, school truancy, physical and mental illness, self-harm and suicide.

The Board has developed this policy in accordance with its Mission Statement as well as the British Columbia Human Rights Code, the Multiculturalism Act, the B.C. Declaration on the Rights of Indigenous Peoples Act, the Canadian Human Rights Act, and the Canadian Charter of Rights and Freedom.

The Board is responsible for providing an education system that is a safe, welcoming environment free from racism, discrimination, harassment, and violence and that is inclusive and affirming for all students, staff and community members.

- 25.1 The Board recognizes and values diversity within its school communities and believes that each individual contributes to the richness of the school district's culture.
- 25.2 The Board recognizes that some students, staff and other school community members experience a unique set of challenges within schools and communities, including being targets of racism by virtue of visible and less visible perceived differences in race, skin colour, ancestry, ethnicity and/or culture.
- 25.3 The Board recognizes that racism in all of its forms is harmful not only to those directly affected, but also to all students, staff, families and community members.
- 25.4 The Board expects each member of the school district community to work to eliminate racism and to address the effects of historic, organizational, systemic and attitudinal racism by:
 - i. committing to equity and inclusion in all contexts, activities and places;
 - ii. in developmentally appropriate ways, becoming aware of privilege, bias, prejudice, stereotyping, discrimination and racism in all forms, and by making connections to the Personal and Social Core Competencies;
 - iii. learning about how to act, directly or as bystander, against all forms of racism and hate crime;
 - iv. developing cross-cultural interactions to create understanding, show respect for, and to celebrate racial, ethnic and cultural identity.

Board Policy:
Revised: