

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.

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Revised: