



BOARD
MEMORANDUM

Date: June 22, 2022
To: Board of Trustees
From: Shawna Warren, Acting Superintendent
Originator(s): Jonathan Konrad, Acting Deputy Superintendent, Education Services
Subject: Policy 110 – Equity, Diversity, Inclusion and Human Rights

Purpose:

For approval. Motion required.

Motion:

That the Board of Trustees approve Policy 110 – *Welcoming Inclusive, Safe and Healthy Environments* as presented at the June 22, 2022, Public Board meeting.

Background:

During the 2018-2019 school year, the Division completed a comprehensive Board Policy Review. The Education Committee (Policy Committee) had oversight of the review process, which saw 129 policies and 14 Board Regulations condensed to 43 policies. A Policy Tracker was created to schedule a regular review of all policies under the responsible administrator.

Administration has updated Policy 110 – *Equity, Diversity, Inclusion and Human Rights*, which included renaming the policy to *Welcoming Inclusive, Safe and Healthy Environments*, as part of its review of policies during the 2021-2022 school year.

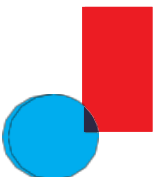
The Policy Committee reviewed Policy 110 – *Welcoming Inclusive, Safe and Healthy Environments* at their May 25, 2022, committee meeting and have recommended it to the Public Board meeting for approval.

Administration is prepared to respond to questions at the June 22, 2022, Public Board meeting.

Sincerely,

Shawna Warren, M.Ed
Acting Superintendent

Attachment



Welcoming Inclusive, Safe and Healthy Environments

EFFECTIVE: April 24, 2019

REVISED: June 22, 2022

REVIEW: 2023/24

1.0 POLICY

The Board believes in the importance of, and is committed to, establishing, and maintaining a welcoming, inclusive, equitable, safe, and healthy environment that respects diversity and fosters a sense of belonging.

The Board believes that students and staff members have the right to learn and work in environments that respect: equity, diversity, inclusion, and human rights. Such environments create the conditions where students and staff can prosper.

The Board is committed to providing environments that support the positive mental health of students and staff and reflect research informed practices related to trauma sensitivity and strength-based approaches to teaching and learning.

The Board believes it is the collective responsibility of all those involved with the Division to create and maintain positive cultures in our schools and workplaces. As such, the Board is committed to providing environments free from harassment, bullying, discrimination and violence.

Definitions:

For the purposes of this policy equity, diversity, and inclusion are defined as:

Equity: A condition or state of fair, inclusive, and respectful treatment of all people. Equity means treating people in ways that take individual differences into consideration.

Diversity: The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sexual orientation, and socio-economic status.

References: Policy 115 – Sexual Orientation and Gender Identities
Policy 120 – Harassment Policy
Policy 900 – Student Conduct and Discipline
Administrative Procedure: Employee Conduct – Welcoming Inclusive, Safe and Healthy Environments
Education Act: Sections 16, 35, 35.1
Vision, Mission and Values Statement
Canadian Charter of Rights and Freedoms
Alberta Human Rights Act
Freedom of Information and Protection of Privacy Act
[Guidelines for Best Practices: Alberta Government](#) (2016)

Welcoming Inclusive, Safe and Healthy Environments

EFFECTIVE: April 24, 2019

REVISED: June 22, 2022

REVIEW: 2023/24

Inclusion: Is based on the principles of acceptance and welcoming of all students. Students see themselves reflected in their studies, their physical surroundings, and the broader environment, in which all individuals are honored and diversity is respected.

References: Policy 115 – Sexual Orientation and Gender Identities
Policy 120 – Harassment Policy
Policy 900 – Student Conduct and Discipline
Administrative Procedure: Employee Conduct – Welcoming Inclusive, Safe and Healthy Environments
Education Act: Sections 16, 35, 35.1
Vision, Mission and Values Statement
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Equity, Diversity, Inclusion and Human Rights

Welcoming Inclusive, Safe and Healthy Environments

EFFECTIVE: April 24, 2019

REVISED: ~~January 29, 2020~~

REVIEW: ~~2021-2022~~

1.0 POLICY

The Board believes in the importance of, and is committed to, establishing and maintaining a welcoming, ~~earing~~ inclusive, equitable, safe and healthy ~~respectful and safe working and learning~~ environment that respects diversity and fosters a sense of belonging.

The Board believes that ~~each~~ students and staff members ~~has~~ have the right to learn and work in ~~an~~ environments that respects: equity, diversity, inclusion, and human rights. ~~Such environments create the conditions where students and staff can prosper.~~

The Board is committed to providing environments that support the positive mental health of students and staff and reflect research informed practices related to trauma sensitivity and strength-based approaches to ~~teaching and learning and working.~~

The Board believes it is the collective responsibility of all those involved with the Division to create and maintain positive cultures in our schools and workplaces. ~~all members of the school community share in the responsibility to recognize and respect: equity, diversity, inclusion and human rights.~~ As such, the Board is committed to providing environments free from harassment, bullying, discrimination and violence.

Definitions:

For the purposes of this policy equity, diversity, and inclusion are defined as:

Equity: A condition or state of fair, inclusive, and respectful treatment of all people. Equity means treating people in ways that take individual differences into consideration.

Diversity: The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language,

References: Policy 115 – Sexual Orientation ~~and~~ Gender Identities ~~and~~ Gender Expression
 Policy 120 – Harassment Policy
 Policy 900 – Student Conduct and Discipline
 Administrative Procedure: ~~AP711~~—Employee Conduct – ~~Equity, Diversity, Welcoming Inclusive, Safe and Healthy Environments Inclusion and~~ Human Rights

~~Education Act: Sections 16, 33 35, 35.1~~
 Vision, Mission and Values Statement
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Equity, Diversity, Inclusion and Human Rights

Welcoming Inclusive, Safe and Healthy Environments

EFFECTIVE: April 24, 2019

REVISED: ~~January 29, 2020~~

REVIEW: ~~2021-2022~~

physical and intellectual ability, race, religion, sexual orientation, and socio-economic status.

Inclusion: ~~is~~ Is based on the principles of acceptance and welcoming of all students. Students see themselves reflected in their studies, their physical surroundings, and the broader environment, in which all individuals are honored and diversity is respected.

References: Policy 115 – Sexual Orientation ~~and~~ Gender Identities ~~and~~ Gender Expression
 Policy 120 – Harassment Policy
 Policy 900 – Student Conduct and Discipline
 Administrative Procedure: ~~AP711~~—Employee Conduct – ~~Equity, Diversity, Welcoming Inclusive, Safe and Healthy Environments~~ ~~Inclusion and~~ Human Rights

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