



**ATE:** February 22, 2023

**TO:** Board of Trustees

**FROM:** Shawna Warren, Superintendent

**ORIGINATOR:** Jonathan Konrad, Deputy Superintendent, Education Services  
Shelley Greenwood, Director of Learning Services  
Michele Parker, Mental Health and Wellness Coordinator

**GOVERNANCE POLICY:** [Policy 700 – Superintendent of Schools](#)  
[Policy 110 – Welcoming Inclusive, Safe and Healthy Environments](#)  
[Policy 115 – Sexual Orientation and Gender Identities](#)

**ADDITIONAL REFERENCE:** [AP711 – Employee Conduct – Welcoming Inclusive, Safe and Healthy Environments](#)  
[AP712 – Employee Conduct – Sexual Orientation and Gender Identities](#)  
Assurance Domain – Teaching and Leading

**SUBJECT:** Pride Week 2023

---

**PURPOSE:**

For information.

**BACKGROUND:**

Sturgeon Public Schools is committed to maintaining safe and caring schools that respect diversity and foster a sense of belonging for all students and staff, including those who identify as sexual or gender minorities.

Within the Division, there are SAFE Contact Cohort of teachers (1 per school) who are the key point person for staff, to facilitate staff learning, be a support to staff when students or their family members are coming out or transitioning and to help develop awareness around relevant Sturgeon Public School Division policies and procedures. The cohort meets at least four times per year. To guide the work, there is also a Steering Committee which supports the cohort meetings. The Steering Committee members consist of:

- Sturgeon School Division Senior Administration Representative or Designate
- Sturgeon School Division Administrator
- Sturgeon School Division Counsellor
- Sturgeon ATA Local Executive Member
- Sturgeon ATA Local Diversity, Equity and Human Rights Committee Chair

All schools are open to creating Gay-Straight Alliance (GSA) groups/clubs which are teacher-supported school-based groups that work to create welcoming, caring, respectful and safe spaces for sexual and gender minority students and their allies in schools. Currently, within the Division there are nine schools that have a group/club of students to continue this work.



Since 2017 Sturgeon Public School Division has celebrated Pride Week to honour diversity and uniqueness. Because Monday, June 5, 2023, is a PD Day, Pride Week will be four days this year and run from Tuesday, June 6 to Friday, June 9, 2023. Each grade in each school historically has a daily classroom activity that celebrates individuality and promotes equity, respect, acceptance, acknowledgement and inspiration for self and others.

Examples of Pride-themed activities across the Division have historically included:

Grades K-4	Grades 5-9	Grades 10-12
<ul style="list-style-type: none"> <li>• Writing and painting inspiration words on rocks</li> </ul>	<ul style="list-style-type: none"> <li>• Painting rocks expressing their own identity</li> </ul>	<ul style="list-style-type: none"> <li>• Pride Cake Walk (version of Musical Chairs)</li> </ul>
<ul style="list-style-type: none"> <li>• Tie dye shirts, socks, and bandanas</li> </ul>	<ul style="list-style-type: none"> <li>• Going on a family colour walk with their family (share photos)</li> </ul>	<ul style="list-style-type: none"> <li>• Pride Lane: Sidewalk chalk; leave a message on "Pride Lane"</li> </ul>
<ul style="list-style-type: none"> <li>• Celebrate with colourful cookies</li> </ul>	<ul style="list-style-type: none"> <li>• Pride Lane: Sidewalk chalk; leave a message on "Pride Lane"</li> </ul>	<ul style="list-style-type: none"> <li>• Read a story about uniqueness and diversity</li> </ul>
<ul style="list-style-type: none"> <li>• Pride-themed door decorating contest</li> </ul>	<ul style="list-style-type: none"> <li>• Word theme door</li> <li>• decorating contest</li> </ul>	<ul style="list-style-type: none"> <li>• Importance of Pride and Why it is in June, Google Stream Post</li> </ul>
<ul style="list-style-type: none"> <li>• Bracelet making using beads or string, and inspirational words</li> </ul>	<ul style="list-style-type: none"> <li>• Google slide about diversity and class discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Decorate fences (Pride colours) around the school</li> </ul>
<ul style="list-style-type: none"> <li>• <i>Proud to Be Me</i> activities</li> </ul>	<ul style="list-style-type: none"> <li>• Class discussions about the meaning of the rainbow colours</li> </ul>	<ul style="list-style-type: none"> <li>• Dressing in colours for Pride during the week</li> </ul>

Administration is prepared to respond to questions at the February 22, 2023, Public Board meeting.

**ATTACHMENT(S):**

1. Context of SOGI Inclusion AB 2023

# The Legal Context of SOGI Inclusion in Alberta

An important part of SOGI-inclusive education is understanding the context in which we are creating policy, improving school environments, and supporting educators. In Alberta, we have laws and policies requiring schools be safe and inclusive for students of all sexual orientations and gender identities.

## Human Rights Law

### Canadian Human Rights Act

- This Act protects people in Canada from discrimination when they are employed by or receive services from the federal government, First Nations governments or private companies that are regulated by the federal government.
- Protected grounds include sexual orientation, gender, gender identity and gender expression.

### Alberta Human Rights Act

- The Act prohibits discrimination in publications, public services (such as schools), tenancy, employment, unions, and associations.
- Gender, gender identity, gender expression and sexual orientation are all protected grounds.

## Education Law and Policy

### Alberta Education Act

- Sections 33(1)(d) and 33(2) of the Education Act requires every school board provide all students and staff with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging; and the board must establish, implement, and maintain a policy to provide such environment.
- Section 35(1) protects the right for students to create a gender and sexuality alliance and requires the designation of a staff member to facilitate its establishment and ongoing operation.

### Government of Alberta Inclusive Education Policy

- School authorities must ensure all children and students have access to meaningful and relevant learning experiences that include appropriate instructional supports, regardless of gender, gender identity, gender expression, and sexual orientation

### ATA Code of Professional Conduct

- A teacher must teach in a manner that respects the dignity and rights of all persons without prejudice as to gender, sexual orientation, gender identity, and gender expression, and must treat students with dignity and respect and be considerate of their circumstances.

