

MULTICULTURAL RECOGNITION

Background

The District recognizes, respects and honours the multicultural diversity of its community and believes that this diversity enriches the lives of the school community and all learners.

The District is committed to promoting respect and understanding of multicultural diversity throughout the District's school community and affirms the importance of providing educational programs and services that will assist and support students from all multicultural backgrounds to achieve their full potential.

The District supports the provision of active and positive multicultural experiences and learning activities which contribute to an understanding and appreciation of Canada's diverse multicultural heritage.

The District is committed to supporting a learning environment that affirms a learner's inherent right to dignity, security and self-worth.

Definition

Multiculturalism is defined as including ethnic, racial, religious, spiritual and cultural diversity.

Procedures

1. The Superintendent will:
 - 1.1. Support expanded use of learning resources that reflect the diversity of heritage, custom and culture in British Columbia and Canada, and contribute to students developing positive attitudes with respect to multiculturalism, diversity and human rights.
 - 1.2. Promote opportunities for awareness and training in human relations, human rights and diversity as a means of furthering knowledge and sensitivity in relating with a diverse and changing community.
2. The Principal will:
 - 2.1. Convey recognition of that school community's multicultural nature and rich heritage through respectful practices that foster a sense of belonging and being welcomed.
 - 2.2. Promote and encourage opportunities that assist students in developing a strong sense of self-esteem and pride in their own heritage as well as an appreciation of and respect for the backgrounds of others in the school.
 - 2.3. Foster aspects of the curriculum which celebrate the uniqueness of our cultures, teach social responsibility and encourage positive choices that enhance physical, mental and spiritual well-being.

- 2.4. Acknowledge cultural events, festivals and celebrations in a respectful manner that promotes understanding of diversity.
- 2.5. Encourage communication with parents and the school community to foster appreciation and understanding of our multicultural heritage.
- 2.6. Ensure school staff, parents and students (where age appropriate), through a collaborative process, develop a written accommodation plan when the need for such a plan has been identified by the parent or student (where age appropriate).
 - 2.6.1. Appropriate staff will be made aware of all accommodation plans so developed.
- 2.7. Ensure that staff are aware of information and procedures regarding discriminatory behaviour, in accordance with Board Policy 13 – Appeals Bylaw; Administrative Procedure 104 - District Code of Conduct; Administrative Procedure 170 - Human Rights, Administrative Procedure 175 – Protection of Employees from Violence in the Workplace.

Reference: Section 17, 20, 22, 65, 85 School Act
Human Rights Act
BC Multiculturalism Act
Canadian Charter of Rights and Freedoms, Constitution Act, 1982

Adopted: October 8, 1997
Amended: June 10, 1998; March 3, 2010; September 1, 2018