

## **103.1 Anti-Racism and Anti-Oppression**

### **Policy**

Lethbridge School Division affirms the Canadian Charter of Rights and Freedoms and the Alberta Human Rights Act.

The Board acknowledges that racism exists and the important role that public education serves in reflecting, influencing, and driving positive systemic change. Furthermore, the Board acknowledges that racism can be perpetuated at the individual, institutional and systemic level and is rooted in historical oppression, white supremacy, and colonialism. Proactive action is required to create anti-racist environments.

The diversity of the students, staff, and families of Lethbridge School Division is a strength. The Board recognizes that respect for diverse cultural perspectives, traditions, languages, beliefs, lived experiences, and values enriches the learning and working environment for everyone and is important to student and staff well-being and personal growth.

The Board acknowledges that anti-racism and equity require continuous action, learning, and improvement.

Policy Appendix 103.1 provides definitions to guide interpretation of the policy.

### **Regulations**

1. In an atmosphere of mutual respect and appreciation for individual differences, all staff, students, families, and community members, regardless of race, ethnicity, culture, gender, faith, nation or spoken language, within the school division, have the right to:
  - 1.1 be treated fairly, equitably, and with dignity and respect;
  - 1.2 have their privacy and confidentiality protected and respected;
  - 1.3 self-identification and determination;
  - 1.4 freedom of conscience, belief, expression, and association in accordance with the Canadian Charter of Rights and Freedoms, the Alberta Human Rights Act;
  - 1.5 be represented in an inclusive, positive and respectful manner;
  - 1.6 have equitable access to supports, services and protections provided to all staff and students;
  - 1.7 have avenues of recourse available, without fear of reprisal, when individuals or groups are targets of harassment, prejudice, discrimination, intimidation, bullying, racism and/or violence; and
  - 1.8 have their unique identities, families, cultures, and communities included, valued and respected.

2. In the spirit of supporting anti-racist and anti-oppressive systems, the Board is committed to:
  - 2.1 honouring cultural diversity, promoting intercultural understanding to enable reflection and growth, and fostering a sense of belonging.
  - 2.2 actively supporting systemic change and acknowledging that empathy, compassion and learning are critical for achieving anti-racism and equity.
  - 2.3 using evidence and data to better understand issues of racism and equity in Lethbridge School Division, to inform decision-making and action, and to monitor progress and outcomes of this ongoing work.

### References

Alberta Education Act:	16, 31, 32, 33, 35
Division Policies:	400.1 Welcoming, Caring, Respectful, and Safe Work Environments; 502.1 Welcoming, Caring, Respectful, and Safe Learning Environments; 402.8.1 Harassment, Discrimination, and Violence Prevention in the Workplace
Other:	Canadian Charter of Rights and Freedoms; Alberta Human Rights Act; Alberta Freedom of Information and Protection of Privacy Act; Alberta Teachers' Association Code of Professional Conduct; Alberta Bill of Rights; Employment Standards Act