

RACIAL EQUITY

PREAMBLE

The Burnaby School District community is rich in ethnic, racial and cultural diversity. The Board is unwavering in its commitment to act against oppression, negative biases and behaviours that erode racial equity and respect for diverse cultural norms. Related laws, principles and curriculum guide the District. These include but are not limited to: the *BC Human Rights Code*, the *Canadian Charter of Rights and Freedoms*, the *BC Government's Anti-Racism Data Collection Act*, the *United Nations Declaration on the Rights of Indigenous Peoples* and relevant competencies identified in the BC Curriculum.

POLICY

THE BOARD OF EDUCATION IS COMMITTED TO SUPPORTING RACIAL EQUITY. THE BOARD AND DISTRICT SHALL BE ACCOUNTABLE AND TRANSPARENT IN PROMOTING INTERACTIONS WHICH ARE FREE FROM DIVISIVE ATTITUDES OR BEHAVIOURS BASED ON RACE, ETHNICITY, FAITH OR NATIONAL ORIGIN. TO UPHOLD ITS VALUES AND SHARE IN THE COLLECTIVE EFFORT, THE BOARD SHALL PROVIDE ACCESS TO ANTI-RACISM RESOURCES FOR STUDENTS, FAMILIES AND STAFF.

OBJECTIVES

To achieve its commitment to the elimination of racism, the Board will:

1. support a culture in which incidents of racism will not be tolerated;
2. support the development of positive attitudes towards self and others through the fostering of mutual understanding, respect, and acceptance among students and staff and community members;
3. ensure access to resources aligned with the First People's Principles of Learning and the core competencies in the BC curriculum, with a focus on equity, human rights and anti-racism lenses in reviewing and updating resources;
4. support curricular and community activities that acknowledge and celebrate the contributions, achievements and joy of racialized communities and appreciation of our community's cultural heritage in all its positive forms;

5. support newcomers, English Language Learners and their families; and,
6. commit to responding directly and consistently to reports of acts of racism.

Date Adopted: 1985-03
Date(s) Revised: 2025-05

Cross References: