

ADMINISTRATIVE PROCEDURE #413

RACIAL EQUITY

REFERENCE TITLE: POLICY #16 RACIAL EQUITY

BACKGROUND

This Administrative Procedure supports [District Policy #16 Racial Equity](#) and is intended to guide and promote interactions that are free from discrimination, prejudice, and racism based on race, ethnicity, culture, faith, or national origin.

The District is committed to identifying and addressing oppression, systemic and individual biases, and behaviours that erode racial equity and respect for diverse cultural norms. The District further acknowledges that racialized students, families, and staff may experience multiple and intersecting forms of oppression.

Building on progress to date, the District has an ongoing responsibility to implement, monitor, and refine actionable measures that advance racial equity, while recognizing the positive contributions and collective well-being fostered by the diversity of its school communities.

PROCEDURES

Administration

1. All students, staff, and community members will be treated with dignity and respect, and their racial, cultural and intersectional identities will be affirmed in all school and District spaces.
2. All members of the school community are expected to abide by the [District Code of Conduct](#). Behaviour or language that is demeaning, hateful, or discriminatory on the basis of race, ethnicity, culture, or faith is strictly prohibited and is to be reported to administration. Incidents will be addressed in accordance with the [District Code of Conduct, Administrative Procedure #405 \(Violence, Theat and Intimidation\)](#), and applicable human rights laws.
3. School and District leaders will utilize the [Ministry of Education and Child Care's Racism Response Guidelines](#) to guide responses to racism, discrimination and hate.
4. School and District leaders will ensure students and staff impacted by racism or discrimination have access to appropriate supports, resources, and safe spaces.

Personnel

1. All District employees share a collective responsibility to recognize and address racism, bias and microaggressions.
2. The District shall provide and promote opportunities for all staff to increase their knowledge of anti-racism education, racial literacy, Indigenous rights/protocol, equity, cultural safety and human rights.

Instruction

1. Educators are responsible for the selection of learning resources in accordance with [Administrative Procedure #400 \(Selection of Learning Resources\)](#), with the goal of students seeing their identities meaningfully represented in materials that reflect and value the racial and cultural diversity of the District and Canadian society, and align with the First Peoples Principles of Learning, anti-racism principles and human rights.
2. Staff shall support students in developing racial literacy, empathy, and critical thinking skills in connection with the [Ministry of Education and Child Care Anti-Racism: A Guide for Teachers](#).
3. Learning environments will uphold students' rights to safely express their cultural and racial identities and participate in cultural and community-based activities.

Community

1. The District will engage with students, families, and staff to build understanding of anti-racism and promote inclusive and respectful learning environments.
2. The District shall work to increase awareness among parent(s) and/or guardian(s) of the impacts of systemic racism and the importance of racial equity in education.
3. The District will work to build partnerships with representative organizations and racialized communities to support effective participation in the education process.
4. Public communications shall reflect the District's commitment to racial equity and the validation of racial and cultural diversity.
5. School environments will support student-led initiatives that celebrate racial and cultural identities, build solidarity, and work to dismantle racism.

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Date Adopted: 2026-02
Date(s) Revised:

Cross References: [Policy #16 Racial Equity](#)
[District Code of Conduct](#)
[AP #405 Violence, Threat and Intimidation](#)
[AP #400 Selection of Learning Resources](#)
[Ministry of Education and Child Care's](#)
[Racism Response Guidelines](#)
[Ministry of Education and Child Care Anti-](#)
[Racism: A Guide for Teachers.](#)