

<i><b>Rainy River District School Board</b></i>	<b>SECTION 2</b> <i>Organization &amp; Administration</i>
<b>EQUITY AND INCLUSIVE EDUCATION</b>	<b>2.67</b>

**POLICY**

The Rainy River District School Board will uphold the principles of respect for human rights and fundamental freedoms, and will not tolerate discrimination or any expression thereof by members of its school communities.

The Rainy River District School Board will serve staff, students, and families in diverse communities by imbedding the principles of fairness, equity and inclusive education into all aspects of its operations, structures, policies, programs, procedures, guidelines, and practices.

**RATIONALE**

The Rainy River District School Board recognizes that equity of opportunity and equity of access to the full range of programs, the delivery of services, and resources are critical to the achievement of successful educational and social outcomes for those served by the school system as well as those who service the system.

The Rainy River District School Board recognizes that groups in our communities face systemic and individual biases that may be related to race, colour, culture, ethnicity, linguistic origin, disability, socio-economic class, age, ancestry, nationality, place of origin, religion, faith, sex, gender, gender identity, gender expression, sexual orientation, family status, and/or marital status.

The Rainy River District School Board strives to eliminate these biases within the school system, and is committed to fairness, equity, and inclusive education as essential principles of the system.

**IMPLEMENTATION**

As per Procedure 2.68 Religious Accommodation and the Rainy River District School Board Equity Plan.

**GUIDELINES**

1.1 Leadership, Governance and Human Resource Practices

The Board will ensure accountability throughout the system for equity, inclusion and human rights for all.

The Board will provide staff, students and other members of the school community with opportunities to develop the knowledge, skills, attitudes, and behavior needed to identify and eliminate discriminatory biases and systemic barriers.

#### 1.2 School and Classroom Practices

Staff will continue to implement instruction and assessment practices and curriculum and resources that reflect the needs and realities of all students.

#### 1.3 Data Collection, Integration and Reporting

The Board will collect and analyze data to close equity gaps and remove systemic barriers to enhance student success and access to all pathways. The Board will assess and monitor Board progress in implementing the *Education Equity Action Plan*, and communicate these results to the community.

#### 1.4 Organizational Culture

The Board will apply an equity perspective to policies, programs and practices to ensure a culture that models diversity, equity, inclusion, and commitment to upholding and promoting human rights.

The Board values and welcomes the contributions of all community members in strengthening educational opportunities for all students.

#### **Definitions:**

**Diversity** – The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender identity, gender expression, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status.

**Equity** – A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

**Inclusive Education** – Education that is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honored and all individuals are respected.

<u>CROSS REFERENCE</u>	<u>Date Approved</u>	<u>LEGAL/MINISTRY OF EDUCATION REFERENCE</u>
Policy 4.16 Safe Schools	March 6, 2018	
Procedure 2.68 Religious Accommodation	<u>Board Motion</u> 446	<i>The Ontario Human Rights Code</i>
Procedure 5.35 Exemption from Instruction in Human Development and Sexual Health	<u>Review Prior to</u> 2023	<i>Ontario's Education Equity Action Plan 2017</i>
RRDSB Equity Plan		PPM 119, Developing & Implementing Equity & Inclusive Education in Ontario Schools
		PPM 108, Opening or Closing Exercises in Public Elementary and Secondary Schools