

The banner features a dark blue background with a light blue diagonal stripe on the right side. The text is centered and reads:

Human RIGHTS

POLICY CONSULTATIONS

PHASE 2

Summary – Draft Human Rights, Anti-Discrimination and Anti-Racism Procedure

This new procedure helps employees better understand where and how discrimination and racism can happen in our schools and workplaces, and what steps we can take to proactively prevent and stop it.

The procedure has specific actions (what we will do and how we will do it) for all areas of our work, including:

- Classrooms and schools - what we teach, how we teach, class environments, guidance practices, assessments, learning activities and events, classroom management and discipline practices
- Community engagement and partnerships – school councils, parent/family engagement and committees, groups and organizations we work with
- Supports for schools – programs, resources, supports and professional services for students, including mental health and well-being initiatives
- System departments and corporate services – recruitment, human resources, professional development and leadership, programs and services for employees, new buildings and physical spaces, student transportation services, financial and business planning and communications
- Organizational practices – recommendations to the Board of Trustees, and new initiatives, strategies and plans.

This procedure also explains that we will measure how we are doing and let communities know the results of our work.