



DIVERSITY, EQUALITY AND EQUITY

Definitions

"Diversity" refers to the broad range of visible and non-visible differences that characterize people. Some of these qualities include age, ethnicity, colour, disability, sexual orientation, gender identity, spiritual and political beliefs, and socio-economic background. Diversity also includes knowledge, skills and abilities of individuals.

"Equality" means providing everyone the same opportunities.

"Equity" means dealing fairly with each person according to their needs.

Goals

The board recognizes the inherent dignity and rights of all members of the human family and values the diversity of its community of students, staff and the larger community it serves. Within this context, the board affirms its commitment to the principles and values contained in the BC Human Rights Code and actively supports the following goals:

1. Providing and maintaining a physically and emotionally safe learning and working environment which promotes and provides acceptance, fairness, justice and equity for all students and employees;
2. Recognizing and valuing, through articulation and actions, our diversity, including but not limited to ethnicity, spiritual beliefs, sexual orientation and gender identity; and,
3. Encouraging and supporting educational programs that promote an understanding and appreciation of the complexity of diversity.

Legal References:	<i>School Act Sec. 85</i>
Monitoring Method:	<i>Internal Reports/Board and Superintendent</i>
Monitoring Frequency:	<i>Annual</i>
Adopted:	<i>June 25, 2013</i>
Last Revised:	<i>October 2017</i>