

## 105 – Justice Equity Diversity Inclusion (JEDI)

### 105 JEDI

Inclusion in Nanaimo Ladysmith Public Schools is based on the principles of respect, acceptance, safety, and equity. It is the recognition and honouring of diversity, and valuing the contributions of all members of our school communities.

The Board of Education of School District No. 68 recognizes that visible and invisible diversities exist and therefore is committed to creating an inclusive environment for all who learn and work in Nanaimo Ladysmith Public Schools. The Board affirms that a learning environment that reflects diversity, inclusivity, and equity is essential in supporting the highest levels of individual growth and achievement.

The purpose of this policy is to ensure that all employees reflect on how their interactions can create a respectful, accepting, safe, and supportive environment for the students and staff of our school communities.

#### **Policy**

All members of the Nanaimo Ladysmith Public Schools community have the right to expect that policies, procedures, programs and communications are inclusive and respectful; taking into consideration visible and invisible diversities including but not limited to: race, sexual orientation, gender identity, ability, religion, culture and socio-economic status.

The Board expects that all students, staff, and members of our school communities will:

- adhere to a code of conduct that is educative, preventative and restorative in practice and response;
- foster school cultures that are responsive to the diverse social and cultural needs of individuals and groups;
- understand how characteristics of diversity impact the access to, and outcomes of, education;
- recognize the injustices of marginalization, advocate for social justice and promote human rights; and
- participate in the ongoing development of practices that promote fair and equitable treatment for everyone, cultivating mutual respect, civility and a sense of belonging.

#### **Legal References:**

<b>Monitoring Method:</b>	<i>Internal Reports/Board and Superintendent</i>
<b>Monitoring Frequency:</b>	<i>Annual</i>
<b>Previous Policy Number:</b>	<i>Policy 2.10</i>
<b>Adopted:</b>	<i>2016.06.01</i>
<b>Amended:</b>	<i>2025.01.04</i>