

Nanaimo Ladysmith Public Schools

BOARD OF EDUCATION

SPECIAL BOARD MEETING

ACTION SHEET

DATE: June 1, 2016
TO: Board of Education
FROM: Bob Eslinger, Assistant Superintendent
SUBJECT: NLPS Inclusion Policy

Background:

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.

It must be recognized that visible and invisible diversities exist and therefore we must be committed to creating an inclusive environment for all who learn and work in Nanaimo Ladysmith Public Schools. We must affirm 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.

The Social Justice Advocates have taken the draft inclusion policy to all stakeholder groups, totaling over 300 people across the district, for conversation and input. The policy then has been out for Notice of Motion for 30 days and the feedback has been very positive.

The Inclusion Policy will replace the current Sexual Orientation and Gender Identity (SOGI) and Multicultural and Race Relations (MCRR) policies while both the SOGI and MCRR administrative procedures will be enhanced and remain in place.

Policy

All members of the Nanaimo Ladysmith Public Schools community have the right to expect that its 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.

Recommendation:

The Board of Education of School District 68 (Nanaimo-Ladysmith) approves the Inclusion Policy as written and presented at the Special Board meeting on June 1, 2016.