

## Anti-Racism Policy

### Anti-racism, equity, and inclusion: Our statement of commitment

*As a commitment to Reconciliation and Anti-racism, Pembina Trails School Division firmly believes that every student has the potential to achieve great things, regardless of their race or ethnicity. To that end, we recognize that racism and discrimination has a profound impact on student and staff performance, mental health, and overall well-being. That is why we are working to identify and address barriers that may be preventing students and/or staff from reaching their full potential.*

*Through ongoing education and engagement with students, parents/caregivers, and colleagues, we will work to promote anti-racism and social justice in our school communities. We will actively listen to the voices and experiences of students and staff from diverse backgrounds and strive to create an inclusive learning environment that reflects and celebrates diversity.*

*We are committed to creating safe and inclusive spaces for all students and staff, and to continuously learn and grow together.*

### Policy Definitions

Please see link to Exhibit – ACB Anti-Racism Policy

### Overarching Goal

To establish an inclusive educational environment within the Pembina Trails School Division that promotes understanding, respect, and equity. This environment will actively challenge and dismantle racism at all levels, ensuring that every student, staff member, and community member experiences an atmosphere of acceptance, support, and belonging.

*Accomplish Anything*

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## Purpose

Aligned with the Canadian Charter of Rights and Freedoms, the Manitoba Human Rights Code, the Public Schools Act, and the Truth and Reconciliation's 94 Calls to Action, our aim is to foster an educational landscape that opposes discrimination based on race or ethnicity. By referencing our strategic alignments and reviewing existing Pembina Trails School Division policies, we will:

- Celebrate diversity and promote inclusivity at every institutional level, from curriculum implementation to staff recruitment.
- Educate our community, both internally and externally, on the complexities of racism, its manifestations, and the steps required to counteract it.
- Ensure that every policy, initiative, and action taken within our schools not only meets but exceeds the standards set by national and provincial mandates.
- Collaborate with our community to continually assess, refine, and improve our approach, ensuring that our actions in commitment to Anti-racism remain robust, relevant, and effective.

By adhering to the above principles, we continue to create a school division that actively embodies the ideals of equity, inclusivity, and respect, ensuring that every individual, irrespective of their racial or ethnic background, feels valued, heard, and empowered.

## Canadian Landscape

This policy aligns with the Canadian Charter of Rights and Freedoms and the Manitoba Human Rights Code which supports Pembina Trails Anti-racism Policy Goal and Purpose. It also has strategic alignment with the following Manitoba policy, legislation, or directives from Manitoba Education:

1. [Bill 18, The Public Schools Amendment Act](#)
2. [Final Report of the Poverty and Education Task Force](#)
3. [Manitoba Education and Early Childhood Learning - Framework of Learning](#)
4. [Manitoba's K to 12 Education Action Plan](#)
5. [Safe and Caring Schools A Policy Directive and Action Plan to Enhance Student Presence and Engagement](#)
6. [Mamàhtawisiwin: The Wonder We are Born With – An Indigenous Education Policy Framework](#)
7. [Equity Matters](#)

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8. [Winnipeg Indigenous Accord](#)
9. [Manitoba Education and Early Childhood Learning Creating Racism-Free Schools through Critical/Courageous Conversations on Race](#)
10. [Safe and Caring Schools: A Policy Directive Enhancing Proactive Supports to Minimize the Use of Suspension](#)

The following Pembina Trails School Division Policies have also been reviewed for relevance and to help inform this policy.

1. [Policy AC: Non-Discrimination](#)
2. [Policy JIC: Student Standard of Behaviour](#)
3. [Policy JICFB: Bullying](#)
4. [Policy IJNDC: Technology Acceptable Use Policy for Students](#)
5. [Policy JICJ: Electronic Communication Devices](#)
6. [Policy GBA: Employment Opportunity](#)
7. [Policy IJ: Instructional Resources and Materials](#)
8. [Policy IJL: Library Resources Selection](#)

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