

103.1 Anti-Racism and Anti-Oppression

The diversity of the students, staff and families of Lethbridge School Division is a strength. As such, the effort to create a community of reflective, engaged citizens continuously striving for a culture free of racism and oppression is the collective responsibility of the Division.

1. To build an anti-racist and anti-oppressive culture and community, Lethbridge School Division commits to:
 - 1.1 Creating an environment where people are willing to come together in an open-hearted manner to build a greater understanding of the experiences of one another;
 - 1.2 Providing opportunities for open dialogue which support transformational conversations;
 - 1.3 Supporting the application of an anti-racist and anti-oppressive lens in daily practices and decision making for the purpose of fostering empathy, compassion and learning;
 - 1.4 Ensuring that all efforts are made to use inclusive and welcoming language that respects racial, cultural and religious diversity;
 - 1.5 Reflecting on our systems and practices to ensure that they support a learning community where all students, families, and staff are valued for their unique identities and experience belonging;
 - 1.6 Developing partnerships that support an anti-racist and anti-oppressive learning community.
2. To build capacity within our learning community, Lethbridge School Division commits to:
 - 2.1 Acknowledging that learning about anti-racism and anti-oppression is fundamental to creating organizational change;
 - 2.2 Supporting students, staff and community in developing the knowledge, skills and attitudes to understand and respectfully engage with diversity and difference;
 - 2.3 Providing learning opportunities for all communities to enhance their understanding of bias, privilege, and racism.
3. To create an inclusive system Lethbridge School Division commits to:
 - 3.1 Ensuring vigilance and action against discriminatory attitudes and behaviours on the basis of race, ethnicity, culture, gender, faith, nation or spoken language, so all students and staff are treated fairly, equitably, and with dignity and respect;
 - 3.2 Supporting the application of an anti-racist and anti-oppressive lens at the individual, institutional and Division levels;
 - 3.3 Fostering opportunities for representation from voices of individuals and groups targeted for oppression;
 - 3.4 Collecting data to better inform our understanding of the experiences of racism and inequity.