

**ST. CLAIR CATHOLIC DISTRICT SCHOOL BOARD
POLICIES AND PROCEDURES
SECTION A: GOVERNANCE**

EQUITY AND INCLUSIVE EDUCATION	POLICY
EFFECTIVE: 2010 09 01/ 2016 05 24	

POLICY STATEMENT:

The St. Clair Catholic District School Board (the “Board”) recognizes that all people are created equal, in the image of God, each with inimitable characteristics deserving of dignity (Genesis: 1:27). In accordance with the Church’s teachings, it is the policy of the Board to provide in all its operations an educational environment that supports and enables diversity within its Catholic community.

The Board recognizes that any form of social or cultural discrimination is incompatible with Catholic moral principles and is in violation of the Ontario Human Rights Code. The Board recognizes that the school system gives pre-eminence to the tenets of the Catholic faith, congruent with the protection afforded in the Ontario *Human Rights Code*, the *Constitution Act, 1982* and confirmed in the *Canadian Charter of Rights and Freedoms*.

The Board and its staff are committed to the elimination of discrimination as outlined in Ontario’s Equity and Inclusive Education Strategy, the *Equity and Inclusive Education in Ontario Schools: Guidelines for Policy Development and Implementation, 2014* and the Ontario Ministry of Education (the “Ministry”) Policy/Program Memorandum No. 119 (2013), in a manner which is consistent with the exercise of the Board’s denominational rights under section 93 of the *Constitution Act, 1982* and as recognized at section 19 of the Ontario *Human Rights Code*.

POLICY GOALS:

The St. Clair Catholic District Policy will achieve the three goals of the Equity and Inclusive Education Strategy as identified in PPM119 (2013) to eliminate discrimination by:

1. the identification and removal of biases and barriers;
 2. ensuring *equity and inclusive education policies and practices* to support positive learning environments that are respectful and welcoming to all;
- and
3. *ensuring accountability* and transparency with ongoing progress demonstrated and communicated to the ministry and the community.

This Policy will ensure that:

1. All Board Policies, Programs, Procedures and Practices; through cyclical policy reviews will embed the principles of equity and inclusive education, so that an equity and inclusive education focus is an integral part of the board’s operations and permeates everything that happens in its schools.

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2. The St. Clair Catholic District School Board will provide leadership that is committed to identifying and removing discriminatory biases and systemic barriers to learning and promote the development of collaborative environments in which participants share a commitment to equity and inclusive education principles and practices.
3. The St. Clair Catholic District School Board will continue building its capacity – with the active engagement of parents and school community partners – to create and sustain a positive school climate that supports student achievement and well-being.
4. The St. Clair Catholic District School Board and its schools will use inclusive curriculum and assessment practices and effective instructional strategies that reflect the diverse needs of all students and the learning pathways that they are taking.
5. The St. Clair Catholic District School Board in accordance with the Ontario Human Rights Code and the requirements stated in Policy/Program Memorandum No. 108 and Regulation 298 will include a religious accommodation guideline which prohibits discrimination on the grounds of creed (e.g., religion) and imposes a duty to accommodate.
6. The St. Clair Catholic District School Board supports a positive and inclusive school climate where all members of the school community feel safe, included, welcomed, and accepted and has procedures in place that enable students and staff to report incidents of discrimination and harassment safely, and that enable the Board to respond in a timely manner.
7. The St. Clair Catholic District School Board will engage in regular school and board monitoring of school climate through school climate surveys, as outlined in Policy/Program Memorandum No. 144, “Bullying Prevention and Intervention”, to help identify inappropriate behaviours, barriers, or issues that should be addressed.
8. The St. Clair Catholic District School Board will provide opportunities for professional learning activities that are evidence-based, and focused on positive outcomes.
9. The St. Clair Catholic District School Board will engage in ongoing and open communication to keep all stakeholders informed of the Board’s goals and progress through the yearly monitoring and reporting on the Board’s Multi-Year Strategic Plan and by posting the Equity and Inclusive Education Policy on its website.