

**NANAIMO LADYSMITH PUBLIC SCHOOLS
BUSINESS COMMITTEE
PUBLIC MEETING
INFORMATION SHEET**

DATE: November 10, 2021
TO: Education Committee
FROM: Tim Davie, Deputy Superintendent
SUBJECT: Administrative Procedure 350 – Anti-Racism and Cultural Safety

Background

As part of our ongoing review of Administrative Procedures to ensure currency, we have reviewed Administrative Procedures 350 – Anti-Racism and Cultural Safety (formerly titled Honouring Diversity and Challenging Racism) (“AP”).

Discussion

We recommend updating this AP because it does not reflect the current social context and contains outdated language.

These revisions were developed in collaboration with community partners through the Safe Schools Committee. This includes representatives from DPAC, Vancouver Island Multicultural Society, Nanaimo PRIDE Society, Vancouver Island Literacy, Aboriginal Youth Mental Health, our Indigenous community (through the Director of Instruction, Indigenous Education), students, principals and vice-principals, CUPE and the NDTA.

The recommended changes include:

- Renaming the document Anti-Racism and Cultural Safety
- Editing the style and presentation to reflect the structure of other recent AP revisions
- Re-defining the sections of the procedure around key themes: building and maintaining community; honouring cultural and linguistic diversity; inclusive and anti-racist curriculum; staff development and learning; land acknowledgements; district response
- Ensuring a stronger emphasis on intersectionality and individuals’ safety
- Articulating staff responsibilities at the district, school and individual level

We feel this update will provide clarity in terms of understanding and expectations for everyone in the system. It is our belief that this is a strong foundational document, and that embedding these understandings and enhancing school culture will more effectively develop through a broader collaboration. Thus, it is our intention is to work with stakeholder groups (e.g. students, administrators, teachers) to create a series of appendices to this AP which will further articulate expectations and resources for staff over the course of the 2021-2022 school year.

We also note that Policy 2.10 – Inclusion is in the process of being updated. Following the completion of that process, this AP may require additional updates.

Appendix A: Updated Administrative Procedure 350 – Anti-Racism and Cultural Safety

Appendix B: Administrative Procedure 350 – Honouring Diversity and Challenging Racism