

# SEVEN OAKS SCHOOL DIVISION

## Board Policy #4 Diversity, Equity and Inclusion

The Seven Oaks School Division respectfully acknowledges the generous, informed participation of our communities in the creation of procedures which support the implementation of this policy.

For Seven Oaks School Division to achieve its mission statement of each and every child being educated to lead “fulfilling lives within the world as moral people and contributing members of society” we must view our work through the lens of equity. [\(Commitment To Equity\)](#) Our goal must be equitable outcomes for all children, not just the provision of opportunity with the consequence of differential outcomes. We must acknowledge the challenges to equity posed by, but not limited to, poverty, racism, disability, sexism and homophobia and assist children in meeting these challenges.

The Seven Oaks School Division is committed to supporting diversity [\(Safe Learning Environment For 2SLGBTQ+ Students and Staff\)](#) by ensuring a safe, positive and respectful learning environment for all students and staff who identify as two-spirit, lesbian, gay, bisexual, transgender, queer, non-binary or who are questioning their sexual orientation or gender identity. This respects the letter and spirit of the Canadian Charter of Rights and Freedoms, The Manitoba Human Rights Code and the Seven Oaks School Division Mission Statement.

Furthermore, the Seven Oaks School Division recognizes that every individual in their community has the right to a learning environment that is free from racism, hatred and bigotry. Achieving equity in our school division requires that we explicitly oppose racial discrimination in all forms. We acknowledge that by not actively challenging racism we allow for it to continue and perpetuate itself. By incorporating rich anti-racist [\(Anti-Racism Policy\)](#) teaching and learning into our classrooms and enhancing racial diversity in all areas of school life, we can strive toward establishing equitable and anti-racist school environments where everyone can feel safe and empowered.

Adherence to this policy is a requirement for all Seven Oaks School Division trustees, employees and individuals providing any type of service or engaging in any type of interaction with our students. Adherence to the [Code of Conduct for Ethical and Effective Public Service](#) is mandatory.



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### Reference Documents:

- ["Commitment To Equity"](#) – Seven Oaks School Division, May 5, 2014
- ["Safe Learning Environment For 2SLGBTQ+ Students and Staff"](#) – Seven Oaks School Division, April 9, 2012
- ["Anti-Racism Policy"](#) – Seven Oaks School Division, June 14, 2021
- [Code of Conduct for Ethical and Effective Public Service](#) – The Public Services Act, February 26, 2022

Date Adopted:

Date Revised:

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