

SCHOOL DISTRICT 63 (SAANICH)  
POLICY DEVELOPMENT COMMITTEE  
**Agenda**

Committee Members: Trustee VanWell, Chair  
Trustee Elder  
Trustee McMurphy

Staff Support: Dave Eberwein, Superintendent of Schools  
Jason Reid, Secretary Treasurer  
Leigh Glancie, Sr. Exec Admin Assistant

Partner Representatives: Don Peterson, STA  
Nola Welsh, CUPE  
Suzanne Chisholm, SAA  
Ashley Sonosky, COPACS

Other Attendees:

**Tuesday, November 22, 2022  
1:00 pm**

**A. PRESENTATIONS AND QUESTIONS**

No Items.

**B. ITEMS FOR DISCUSSION**

1. Policy 29 (Diversity & Inclusion)

**C. ITEMS FOR RECOMMENDATION**

No Items.

**D. ITEMS FOR INFORMATION**

No Items.

**E. FUTURE AGENDA ITEMS**

That the following remain as policies pending a review by the Board about what portions of these programs the Board wishes to retain as policy:

- Transportation Survey Results/Transportation Review
- Terminology for Referencing Consultation with First Nations
- Political Meeting Attendance by Staff
- Policy 9 – Provisions for Virtual Meeting Attendance

---

## BRIEFING NOTE

**To:** Policy Committee

**Prepared By:** Dave Eberwein  
Superintendent of Schools

**Subject:** Policy 29 (Diversity & Inclusion)

**Date:** November 17, 2022

---

### Background

At a previous Policy Committee meeting, a recommendation was made for the creation of a new policy on Diversity and Inclusion and that this new policy should be complementary to *Policy 27 (Sexual Orientation, Gender Identity)*. The Board subsequently approved *Policy 27* (Nov 2021) and then directed the Superintendent to draft a new policy on Diversity & Inclusion.

The Superintendent used *Policy 27* as a guide in the creation of a draft *Policy 29 (Diversity & Inclusion)* in terms of language and structure. A review of Diversity and Inclusion policies from various school districts was conducted. Director of Instruction, Peter Westhaver, also reviewed the draft *Policy 29 (Diversity & Inclusion)* and consulted with various school and district staff.

Draft *Policy 29 (Diversity & Inclusion)* reflects the following priorities:

- That it contains language aligning with *Policy 27 (Sexual Orientation, Gender Identity)*;
- That it recognizes and values the diversity found within Saanich Schools;
- That it maintains a safe and positive environment, free from discrimination, harassment or intimidation;
- That it recognizes applicable portions of the School Act, as well as the BC Human Rights Code, Canadian Charter of Rights and Freedoms, and the Canadian Human Rights Act; and,
- That Board policies and District practices continue to support student success and fair treatment for all.

### Staff Recommendations

That the Board confirm its consideration of *Policy 29 (Diversity & Inclusion)* and provide Notice of Motion at the December 7, 2022 meeting.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Dave Eberwein", with a horizontal line extending to the right.

Dave Eberwein  
Superintendent of Schools

DE/klg

Attachments: Draft Policy 29 (Diversity & Inclusion)  
Policy 27 (Sexual Orientation, Gender Identity)

## Policy 29

---

### DIVERSITY AND INCLUSION

The Board recognizes and values the diversity found within its school communities and believes that each individual contributes to the strength of the District's culture. The Board is committed to establishing and maintaining a safe and positive environment, free from discrimination, harassment or intimidation for all students, employees and community members. It recognizes and supports the Canadian Charter of Rights and Freedoms, as well as the BC Human Rights Code which prohibits discrimination based on race, colour, ancestry, place of origin, religion, marital status, family status, physical and mental ability, sexual orientation, or gender identity or expression.

The Board believes that each member of the District community must share the responsibility for supporting students and staff in addressing and facing the challenges in providing an education system that is safe, welcoming, inclusive and affirming for its students, employees and community members.

The Board will strive to create and maintain policies and practices that foster student success and that promote fair and equitable treatment for all. These include:

1. Equitable access to a quality education;
2. School cultures that value and celebrate diversity, and which respond to the diverse social and cultural needs of the people and communities they serve;
3. Learning and working environments that are inclusive, safe and welcoming, and free from discrimination, harassment or violence;

The Board will not permit, encourage, nor condone any behaviours contrary to these commitments, whether by commission or by failing to act to bring such behaviours to an end, and is committed to providing support and assistance to those who may be the intended or unintended targets of such behaviours.

Reference: Sections 6, 7, 17, 20, 22, 65, 85 School Act  
BC Human Rights Code  
Canadian Charter of Rights and Freedoms  
Canadian Human Rights Act

Approved: xxxxx 2023

## Policy 27

---

### SEXUAL ORIENTATION, GENDER IDENTITY

The Board recognizes and values the diversity found within its school communities and believes that each individual contributes to the strength of the District's culture. The Board also recognizes that students and other school community members identifying with diverse sexual orientations and gender identities face a unique set of challenges within our schools and communities. This sometimes results in a struggle with a variety of profound social consequences including discrimination, harassment, physical and sexual violence, social and emotional isolation, substance abuse, homelessness, school truancy and drop-out, self-harm and suicide.

The Board believes that each member of the District community must share the responsibility for supporting all students and staff in addressing and facing these challenges and that we have the responsibility for providing an education system that is safe, welcoming, inclusive and affirming for its students, employees and community members. The Board commits to creating this environment for all students and employees of all sexual orientations and gender identities.

The Board is committed to establishing and maintaining a safe and positive environment, free from discrimination, harassment and intimidation for all students, employees and community members regardless of their sexual orientation and/or gender identity. The Board is particularly committed to supporting those who identify with diverse sexual orientations and gender identities. In this regard, the Board is committed to the letter and spirit of the Canadian Charter of Rights and Freedoms, the BC Human Rights Code, related District administrative procedures and the Collective Agreements.

Specifically, the Board will not tolerate hate crimes, harassment, discrimination or intimidation, and will vigorously enforce policy and regulations when dealing with such matters. The Board commits to providing a safe environment, free from harassment, discrimination and intimidation, while also promoting proactive strategies and guidelines to ensure that everyone is welcomed and included in all aspects of education and school life while being treated with respect and dignity.

The Board will not permit, encourage, nor condone any behaviours contrary to these commitments, whether by commission or by failing to act to bring such behaviours to an end, and is committed to providing support and assistance to those who may be the intended or unintended targets of such behaviours.

Reference: Sections 6, 7, 17, 20, 22, 65, 85 School Act  
Human Rights Code Canadian Charter of Rights and Freedoms  
Canadian Human Rights Act  
AP 176 – Sexual Orientation, Gender Identity

Approved: November 2021