



POLICY: Equity and Inclusive Education

REFERENCE NO: P-AD-38

The Greater Essex County District School Board (GECDSB) embraces the rich diversity of its students, staff and communities and commits itself to equitable access, treatment, and outcomes for all.

The GECDSB affirms and upholds the principles of respect for human rights and fundamental freedoms enshrined in the Canadian Charter of Rights and Freedoms, the Constitution Act, 1982 and confirmed in the Ontario Human Rights Code. The Board is committed to identifying and removing discriminatory biases and systemic barriers and celebrating diversity and respect for all as outlined in Ontario's Equity and Inclusive Education Strategy and the Ontario Ministry of Education Policy/Program Memorandum No. 119, "Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools (2009)".

The GECDSB is committed to the democratic values of fairness, equity, inclusion, and respect for all being reflected in all of its policies, programs, and practices. The GECDSB understands that greater equity means greater student success.

NOTES:

The Ontario Human Rights Code identifies the following prohibited discrimination grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex (includes gender identity and pregnancy), sexual orientation, age, record of offences, marital status, family status, and/or disability (includes perceived disability). (From *Human Rights at Work, Third Edition*, 14)

The following three definitions are taken from the Ontario Ministry of Education's "Realizing the Promise of Diversity (2009)".

DIVERSITY

The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation and socio-economic status.

EQUITY

A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

INCLUSIVE EDUCATION

Education that is based on the principles of acceptance and inclusion of all students. Student see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honoured and all individuals are respected.