Richmond School District
7811 Granville Avenue, Richmond BC V6Y 3E3

POLICY COMMITTEE
PUBLIC MEETING AGENDA

DATE: MONDAY, JUNE 20, 2022
11:00 AM

Via Zoom Webinar (access details via email)

1. ADOPT AGENDA

2. APPROVE MINUTES

3. DIVERSITY, EQUITY, INCLUSION POLICY

4. STATUS OF CURRENT AND ANTICIPATED ITEMS

5. ADJOURNMENT

Richmond School District
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Report to thePolicy CommitteePUBLIC

DATE: June20, 2022
FROM: Christel Brautigam, Assistant Superintendent
SUBJECT: Diversity and Antiracism Group Policy Recommendations

The following report to the Board is for information only. No further action on the part of the Board is required at this time.

INTRODUCTION

The purpose of this report is to provide the Policy Committee with a brief overview of anticipated next steps regarding the recommendations of the Diversity and Anti-Racism Working Group relating to Policy revision.

STRATEGIC PLAN REFERENCE

At the May 16, 2022 Policy Committee meeting it was shared that the report from Bakau Consulting highlights some general feedback about our policies overall, as well as a review of 22 policies with specific recommendations to consider.

It was identified in the Bakau report that many policies include outdated language that does not reflect today's evolving terminology. Due to the sometimes complex nature of policy language, if individuals are not familiar with reading policy, the volume, and complexities of how all these documents interact can pose barriers to understanding. The Bakau consultants also suggested that, because policies are foundational to our operations, when policies are reviewed and developed with DEI principles in mind it helps make the commitment to equity and inclusion more visible throughout the district.

It was agreed at the May 16 Policy Committee meeting that the DEI Advisory Committee develop a draft framework from which to review and develop District policies and bring it to the Policy Committee for approval. The DEI Advisory Committee will embark on that work in the Fall of 2022.

In order to support a more fulsome discussion of the specific recommendations provided by Bakau Consulting, please see the attached Policy section of the Bakau Consulting report that was shared with the Board on November 27, 2021. The entire report is now publicly available through the District website. This section of the report provides feedback on the 22 policies reviewed and he

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Polic ' & Docu ents

Introduction

What is the goal of this policy/procedure?
Does it promote equity and inclusion?
Does it align with District values?
What potential barriers can it pose to marginalized folks?
Are the policies clear and specific?
Are there clear avenues for accountability?
Who has the responsibility to ensure this policy is implemented and is effective?
Is the language used accessible? Is it gender-neutral?
Are there any key themes that emerge when looking at these policies and procedures as an extension of the audit survey?

General Observations

Accessibility

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Clarity & Specificity

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Acknowledging days

Indigenous solidarity and decolonization

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Polic ' & Docu ents

District Values & Code of Conduct

Polic ' & Docu ents

Diversit ', Equit ' & Inclusion

Polic ▾ & Docu ents

Diversit ▾, Equit ▾ & Inclusion

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511.2 School Calendar + Guidelines

512.6 Special Education + Regulation

Decision Makin , Consultation & Polic ▾ Creation

103 Collaboration and Community

03 Foundations for Learning Regulation (A)

Polic ' & Docu ents

Decision Makin , Consultation & Polic ' Creation

04 Creation and Revision of Policy + Regulations + Guidelines

300 G Leadership Guidelines

Polic ' & Docu ents

Conflict Resolution & Co plaint process

103 Complaints and Appeals by Staff Regulation 103- R (B)

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400 Equal Opportunity Employment Regulation 3

401 Recruitment and Selection of Management and Administrative Personnel + Regulation + Guidelines

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