

<p style="text-align: center;">EASTERN TOWNSHIPS SCHOOL BOARD</p>	<p><i>Title:</i> POLICY ON MULTICULTURAL/MULTIRACIAL EDUCATION</p>	
<p><i>Source:</i> Director General</p>	<p><i>Adopted:</i> November 24, 2009</p>	<p><i>Reference Number:</i> P-036</p>

References:

The Canadian Charter of Rights and Freedoms, the Quebec Charter of Human Rights and Freedoms

POLICY STATEMENT

The Eastern Townships School Board recognizes the contribution of the various cultural, racial, ethnic and religious communities within the Board, and is committed to a multicultural/multiracial education, which would enable students, parents, personnel and commissioners to learn to live together in a pluralistic society.

The Board views expressions of racism and/or ethnocultural harassment, stereotyping, prejudice and discrimination in any form as unacceptable and will neither condone nor tolerate such expressions.

The Board recognizes and accepts the United Nations’ policies on Human Rights, the Canadian Charter of Rights and Freedoms and The Quebec Charter of Human Rights and Freedoms, in particular, section 10 of The Quebec Charter of Human Rights and Freedoms.

The following policies: Communications/Safe School/Dignity in the Workplace already have principles, protocols and/or guidelines governing incidents of discrimination.

GENERAL PRINCIPLES

1. The Eastern Townships School Board (ETSB) affirms and promotes the dignity and fundamental worth of all human beings regardless of racial, religious or socio-cultural background.
2. The ETSB is committed to the development of policies AND EDUCATIONAL APPROACHES that foster acceptance and understanding of all students and encourage an appreciation of human diversity.
3. The ETSB recognizes that ethnic and cultural diversity is a positive feature of Quebec and Canadian societies.

4. The ETSB subscribes to the notion that neither assimilation (the “melting pot” idea) nor separation (segregation) is an acceptable goal in a society that is culturally diverse; instead, the aim is to integrate different groups (mosaic) as effective, contributing and responsible citizens of Quebec and Canada.
5. The ETSB promotes a school/centre environment that allows each student an equal opportunity for individual academic success and personal development.
6. The ETSB recognizes the legitimate right of every student to experience an education that respects all racial, religious and cultural perspectives as noted in the Canadian and Quebec laws.

The Board shall encourage its schools/centres to create and maintain environments for learning that are free of stereotyping, prejudice and discrimination.

7. The ETSB shall provide opportunities so that students may learn the attitudes and skills that will enable them to succeed and to participate as fully as possible in the larger Quebec and Canadian societies.
8. The ETSB shall encourage activities that allow each student to acquire an understanding and appreciation of his or her cultural heritage with a view to enabling that individual to retain an appropriate sense of belonging to a particular community, as well as a sense of belonging to Quebec and to Canada.

The Board shall encourage schools/centres, in setting their annual objectives, to plan for activities that will promote multiracial and multicultural understanding.

The Board shall assist staff in developing programs reflecting the reality of a multicultural/multiracial Quebec society, giving emphasis to the achievements of people of all racial and cultural backgrounds, and emphasizing as well the participation and contribution of those same cultures in all aspects of Quebec and Canadian life.

AMONGST EXAMPLES OF ACTIVITIES:

1. Partnerships shall be established and/or further developed with community groups.
2. The Board shall encourage school/center and community organizations, principals, centre directors and local commissioners to work with parents in the community to develop opportunities for the discussion of different values, expectations and cultural norms and to provide forums for parents of common cultural or linguistic backgrounds to share common concerns.
3. The Board shall encourage schools/centres to permit greater community use of their facilities whenever possible, especially after school hours and on weekends.