

Special Committee on Diversity Final Report
Regina Public Schools
June 16, 2020

Special Committee on Diversity Final Report

At the October 15, 2019 meeting of the Regina Board of Education, a motion detailed below was presented:

“BE IT RESOLVED that Regina Public Schools recognize and support the celebration of Pride and fly the rainbow flag at our facilities each June.” (Regina Board of Education Minutes, October 15, 2019)

The motion was not successful. Following this meeting, the Regina Board of Education requested the formation of a Special Committee for Diversity with representation from Division Administration, School Division employees, community members and members of the public. The terms of reference for the Committee was created and had its first meeting on January 30, 2020. The terms of reference purpose were defined as follows:

“... to guide and inform existing Regina Public Schools administrative procedures, practices and school-based activities related to issues of diversity.”

The Committee discussed a wide range of diversity related topics. The recommendations of the Committee reflect these discussions, as certain topics were deemed essential to address initially.

The Committee membership is made up of three Division Administration staff, two principals, one teacher/guidance counsellor and four community members. This Committee was facilitated by Student Achievement Superintendent Jason Coleman, who was chosen, in part because of his facilitation training and expertise.

The Committee membership has multiple gender identities, sexualities and faith backgrounds represented. Parents of Regina Public Schools students are also represented. Due to the outbreak of Covid-19, the Committee met three times face-to-face, but then had to move to online interaction. The Committee subsequently met four times remotely for a total of seven meetings, both in person and remote.

As part of their mandate, the Special Committee for Diversity has recommended the following 15 actions to guide continued support for the diverse population served by Regina Public Schools:

Acknowledgment and Recognition

1. The Regina Board of Education to issue a public statement that is shared with staff and students recognizing and affirming Gender and Sexual Diversity as a Universal Human Right in accordance with the United Nations Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child, the Canadian Charter of Rights and Freedoms, and the Saskatchewan Human Rights Code.
2. Director of Education to communicate with staff and students providing specific direction on Flags and Pride Week, as well as specific instructions for the use of flag poles (including for schools with single or multiple poles) for school-based administrators.

Policies and Administrative Procedures

3. All Regina Board of Education Policies and Regina Public School Division Administrative Procedures be reviewed and updated to reflect the following:

- a. The observation and entrenchment of the spirit and the language of international, national and provincial binding bodies, including *Article 26 of the United Nations Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child, the Canadian Charter of Rights and Freedoms, and the Saskatchewan Human Rights Code.*
 - i. the prohibited grounds of discrimination are race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.
 - b. The use of non-gendered language.
 - c. The acknowledgement that Regina Public Schools and all its schools and buildings are on Treaty 4 land and that the staff, Administration and students are committed to the Truth and Reconciliation Calls to Action. Treaty Four flags are to be displayed in the interior of all schools and the Division Office, in places of visibility and prominence, such as entrance ways, gymnasias, etc. where possible.
4. Specific updates to Administrative Procedures 109, 110, 112, 125, 135, 137, 138, 206, 220, 350, 381, 405, and 406 with regard to Gender and Sexual Diversity.
 5. Review of the Treaty Four land recognition to potentially include recognition of the diversity of students and staff at Regina Public Schools.
 6. Addition of a Gender and Sexual Diversity Administrative Procedure.

Creation of Committees

7. Creation of a Regina Public Schools Diversity Steering Committee.
 - a. This Advisory/Steering Committee will initially have membership from the Special Committee. The Committee will oversee various other existing or proposed Division and diversity-based committees. The Committee will have representative membership from LGBTQ2+ community, Indigenous peoples, new Canadians, the multicultural community, Inclusive/Disability community and the faith-based community. Committee membership will be drawn from our stakeholder groups: staff, students and parents. The Committee will seek information and guidance from external stakeholders as necessary.
8. The Regina Public Schools Diversity Steering Committee will review and offer recommendations to the Regina Board of Education related to the Shared Values at Regina Public Schools.
9. A Multicultural Advisory Committee and a Gender and Sexual Diversity Advisory Committee will be created with membership from our stakeholders.
10. Conduct a survey of all Regina Public Schools stakeholders regarding Gender and Sexual Diversity. Creation, delivery and report of the survey will be the responsibility of the newly formed Regina Public Schools Diversity Advisory/Steering Committee.

Administrative Procedure 138 – Display of Flags

11. To be updated to reflect Government of Canada **Dignity of the Flag** Protocol. The procedure should reflect that National Flag of Canada be displayed only in a manner appropriate for this *important national symbol; it should not be subjected to dishonour or displayed in a position inferior to any other flag or ensign. The National Flag always takes priority over all other national flags when flown on Canadian soil. The only flags to which precedence is given over the National Flag are the Queen's Personal Canadian Flag, the Governor General's Flag, the Flags of the Lieutenant Governors (within their province) and the Personal Canadian Flags of the other members of the Royal Family. Additionally, the National Flag of Canada should always be flown on its own mast or flag pole; flag protocol states that it is improper to fly two or more flags on the same mast or flag pole (for example, one beneath the other).*
12. Regina Public Schools Application for Special Event/Additional/Interior Flag Display (see [attached](#)) has been created. All applications to raise a flag will be assessed by Division Administration.
13. All principals will receive the *Protocols for School Administrators for Flag Raising* (see [attached](#)). Division Administration will review these protocols with school administrators at school start up every year.

Division-Endorsed Activities

14. During the school year, information regarding a variety of Division-endorsed events is shared, promoted, and supported. Students, staff and community members are encouraged to participate in these events. Such events include, but are not limited to: Orange Shirt Day, Treaty Four Celebrations, Day of Pink, International Day for the Elimination of Racial Discrimination, Pride Week and Day, and National Indigenous Peoples Day.
15. All principals will receive the *Guidelines for Division-Endorsed School Events* (see [attached](#)). Division Administration will review these guidelines with school administrators at school start up every year.

On behalf of the Division, I would like to recognize the work of all Committee members who represented our community and School Division. We are indebted to your commitment, candor, and hard work. Your work represents a first step toward understanding. Diversity makes our community stronger; these recommendations establish a solid foundation to create, build and foster inclusiveness.

Protocols for School Administrators for Flag Raising

The Shared Values unite Regina Public Schools: I belong; I want to know; I am responsible and I respect. These values give direction to what we teach both inside and outside of the classroom. In support of schools, the following protocols for the raising of flags at Regina Public Schools have been developed.

Special Event Flag Raising

All Regina Public Schools will fly the official Flag of Canada. At times, other flags may be raised as designated **special event flags**. The protocol for raising special event flags is as follows:

1. All Schools will follow the suggested Canadian Government **Dignity of the Flag Protocol**.
 - a. Dignity of the Flag Protocol
The National Flag of Canada be displayed only in a manner appropriate for this important national symbol; it should not be subjected to dishonour or displayed in a position inferior to any other flag or ensign. The National Flag always takes priority over all other national flags when flown on Canadian soil. The only flags to which precedence is given over the National Flag are the Queen's Personal Canadian Flag, the Governor General's Flag, the Flags of the Lieutenant Governors (within their province) and the Personal Canadian Flags of the other members of the Royal Family. Additionally, the National Flag of Canada should always be flown on its own mast or flag pole; flag protocol states that it is improper to fly two or more flags on the same mast or flag pole (for example, one beneath the other).
2. Although the Dignity of the Flag protocol is clear, Regina Public Schools makes an exception based on limited flagpoles. Special event flags can be flown on the same flagpole as the Flag of Canada following approval from Division Administration.
3. An application to request the display of **special event flags** must be filled out prior to raising other flags on Regina Public Schools' flagpoles. Application will be submitted to the school superintendent three weeks in advance of the **special event flag** being raised. Applications will be assessed by Division Administration and will be communicated to applicant and school administration.
4. Approval of raising special event flags are subject to the following criteria:
 - a. Represents the Shared Values of Regina Public Schools;
 - b. The intent of raising the flag is in recognition of:
 - i. Shared Values;
 - ii. Indigenous and Métis peoples of Canada;
 - iii. federal, provincial, or municipal government supported initiative or organization;
 - iv. Division initiatives;
 - v. curricular outcomes.

5. The raising of special event flags can be requested by:
 - a. Students;
 - b. Staff;
 - c. School Administration;
 - d. Division Administration;
 - e. School Community Councils;
 - f. Regina Board of Education Trustees.

6. **Special event flags** will only be flown for one week upon approval.

Protocol for schools with one or several exterior flagpoles

All Regina Public Schools will fly the official Flag of Canada. Some schools have multiple flagpoles. Flags, other than the official Flag of Canada, can be raised on additional flagpoles. Other flags can be raised, but are subject to Division approval as designated additional flags. The protocol for raising additional flags is as follows:

1. An application to request the display of additional flags, must be submitted prior to being raised on Regina Public Schools flagpoles. This application will be submitted to the school superintendent three weeks in advance of the flag being raised. Applications will be assessed by Division Administration and will be communicated to applicant and school administration.

2. Approval of raising additional flags are subject to the following criteria:
 - a. Represents the Shared Values of Regina Public Schools;
 - b. The intent of raising the flag is in recognition of:
 - i. Shared Values;
 - ii. Indigenous and Métis peoples of Canada;
 - iii. federal, provincial, or municipal government supported initiative or organization;
 - iv. Division initiatives;
 - v. curricular outcomes.

3. The raising of additional flags can be requested by:
 - a. Students;
 - b. Staff;
 - c. School Administration;
 - d. Division Administration;
 - e. School Community Councils;
 - f. Regina Board of Education Trustees.

4. Additional flags on a separate pole from the Canadian Flag will be flown for a specified time, as determined by Division Administration.

Display of Flags (Interior of School)

1. Flags may be flown in the interior of Regina Public Schools. An application to request the display of flags, must be submitted prior to being displayed in the school. Applications will be submitted to the school superintendent three weeks in advance of the flag being displayed. Applications will be assessed by Division Administration and will be communicated to applicant and school administration.

Guidelines for Division-Endorsed School Events

The Shared Values unite Regina Public Schools: I belong; I want to know; I am responsible and I respect. These values give direction to what we teach both inside and outside of the classroom. A Division-endorsed event refers to activities that recognize and validate Division-wide participation. In support of schools, the following guidelines for Division-endorsed school events have been developed.

During the school year, information regarding a variety of Division-endorsed events is shared, promoted, and supported. Students, staff and community members are encouraged to participate in these events. Such events include, but are not limited to: Orange Shirt Day, Treaty Four Celebrations, Day of Pink, International Day for the Elimination of Racial Discrimination, Pride Week and Day, and National Indigenous Peoples Day.

Diversity and Division-Endorsed School Events

Schools that participate in Division-endorsed events are encouraged to review [*Celebrating Our Values: Guide for the Students, Families and Communities of Regina Public Schools*](#). School Administration are to ensure that participation involves a safe and inclusive environment that is respectful of diversity including race, sex, gender, nationality, ethnicity, language, religion, or any other status and demonstrates understanding of the rights and responsibilities of others.

Individual School and Individual Student Participation

Prior to participation in Division-endorsed events, all related school activities must be reviewed and approved by each school's principal, in consultation with the Student Achievement Superintendent as necessary. All Division-endorsed school **events must be communicated to the families of students at least one week in advance**. If a student, parent/guardian, principal, or staff member has questions or concerns regarding approval of a planned event, they can contact their school's Student Achievement Superintendent.

While all students are encouraged to participate in Division-endorsed events, schools will provide other opportunities to students who choose not to participate. Our schools are proud to provide a protected space for both participants and non-participants of Division-endorsed events.

Division-Endorsed Events Guidelines

When planning to participate in Division-endorsed events, there should be alignment with at least one of the following:

- United Nations, Canadian, and Saskatchewan Human Rights;
- Government of Saskatchewan Ministry of Education curricula including Broad Areas of Learning, Cross-Curricular Connections, and outcomes and indicators;
- Provincial and Division priorities, goals, and initiatives;
- Regina Public Schools Shared Values; and
- Developmentally appropriate resources, materials and learning opportunities.

Planning Criteria for Division-Endorsed Events

Division-endorsed events must be designed to be appropriate to the purpose of the activity. Events will be assessed to be age and grade appropriate and aligned with Ministry of Education curricula. Additionally, multiday recognition of national, provincial and municipal initiatives or organizations must not affect time on-task in the classroom and align with curricular outcomes.

Planning Resources

In support of school planning to participate in such events, and specific to the examples previously listed, schools are encouraged to refer to the following Government of Saskatchewan Ministry of Education documents:

- [Students First](#)
- [Be Kind Online](#)
- [Supporting Reconciliation in Saskatchewan Schools](#)
- [Inspiring Success First Nations and Métis PreK-12 Education Policy Framework](#)
- [Deepening the Discussion: Gender and Sexual Diversity](#)
- [Comprehensive School Community Health](#)

Regina Public Schools Application for Special Event/Additional/Interior Flag Display

Please check one: Special Event Flag Additional Flag (Multiple Flagpoles) Interior Flag

Applicant Information: (Applications must be submitted three weeks in advance of being raised or displayed)

Name: _____ Date of Application: _____

Address: _____ Phone Number: _____

Relationship to School: _____ Submitted on behalf of: _____

Reason for application: (Please see attached protocol and criteria)

Flag to be displayed/raised: _____

Date of Flag Display/Raising: _____

Reason for display of flag in school:

Date of Flag Lowering: _____

Signature: _____ Date: _____

For office use only

Approved Not Approved

Rationale:

Name and Role: _____ School: _____

Signature: _____ Date: _____