



SPECIAL COMMITTEE ON DIVERSITY

June 16, 2020

FORMATION OF THE COMMITTEE

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.

TERMS OF REFERENCE

The terms of reference for the Committee was created and had its first meeting on January 30, 2020. The terms of reference purpose was defined as follows:

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

COMMITTEE MEMBERSHIP

The membership is made up of three Division Administration staff, two principals, one teacher/guidance counsellor and four community members.

The membership has multiple gender identities, sexualities and faith backgrounds represented. Parents of Regina Public Schools students are also represented.

The membership have been asked to meet next school year to continue discussions.

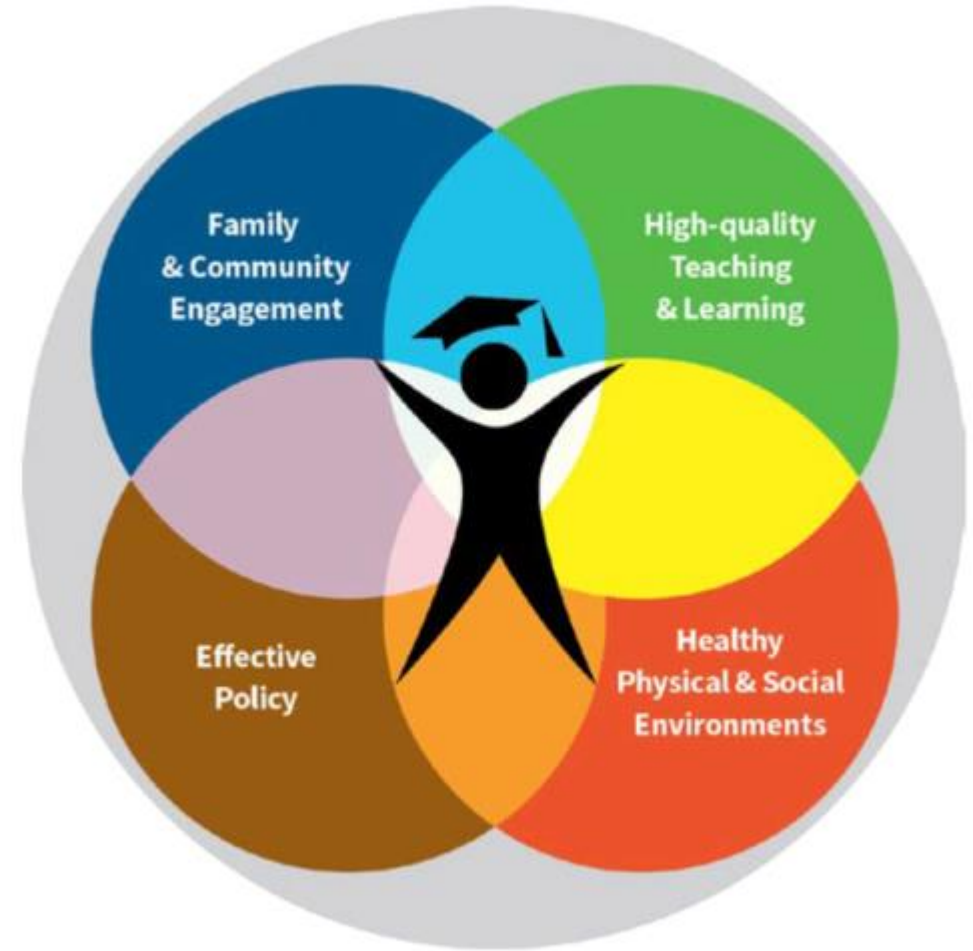
COMPREHENSIVE SCHOOL COMMUNITY HEALTH

Effective Policy

Family and Community
Engagement

High-Quality Teaching and
Learning

Healthy Physical and Social
Environments



COMPREHENSIVE SCHOOL COMMUNITY HEALTH SHAPED COMMITTEE REPORT STRUCTURE



Family &
Community
Engagement

High-quality
Teaching &
Learning

Healthy Physical
& Social
Environments

Effective
Policy

Building Understanding and Inclusion

Family and Community Engagement,
High Quality Teaching and Learning,
Healthy Physical and Social Environments

Effective Communication

Effective Policy,
Family and Community Engagement

Continuing Focus

Effective Policy,
Family and Community Engagement,
High-Quality Teaching and Learning,
Healthy Physical and Social Environments

Procedural Foundations

Effective Policy

REPORT CONTENTS

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

Acknowledgment and Recognition

Policies and Administrative Procedures

Creation of Committees

Administrative Procedure 138 – Display of Flags

Division-Endorsed Activities

ACKNOWLEDGMENT AND RECOGNITION

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.

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 flagpoles (including for schools with single or multiple poles) for school-based administrators.

POLICIES AND ADMINISTRATIVE PROCEDURES

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

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.

POLICIES AND ADMINISTRATIVE PROCEDURES

The use of non-gendered language.

The acknowledgement that Regina Public Schools and all its schools and buildings are on Treaty Four 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.

POLICIES AND ADMINISTRATIVE PROCEDURES

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.

Review of the Treaty Four land recognition to potentially include recognition of the diversity of students and staff at Regina Public Schools.

Addition of a Gender and Sexual Diversity Administrative Procedure.

CREATION OF COMMITTEES

Creation of a Regina Public Schools Diversity Steering Committee

This Advisory/Steering Committee will initially have membership from the Special Committee. 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.

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.

CREATION OF COMMITTEES

A **Multicultural Advisory Committee** and a **Gender and Sexual Diversity Advisory Committee** will be created with membership from our stakeholders.

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 Committee.

ADMINISTRATIVE PROCEDURE 138 — DISPLAY OF FLAGS

To be updated to reflect Government of Canada **Dignity of the Flag** Protocol.

Regina Public Schools Application for Special Event/Additional/Interior Flag Display has been created. All applications to raise a flag will be assessed by Division Administration.

All principals will receive the *Protocols for School Administrators for Flag Raising*. Division Administration will review these protocols with school administrators at school start up every year.

ADMINISTRATIVE PROCEDURE 138: PROTOCOLS FOR SCHOOL ADMINISTRATORS FOR FLAG RAISING

There are three specific areas covered by the protocol:

1. Protocol for **Special Event Flag Raising**
2. Protocol for schools with **one or several Exterior Flagpoles**
3. Display of Flags in the **Interior of School**



ADMINISTRATIVE PROCEDURE 138: PROTOCOLS FOR SCHOOL ADMINISTRATORS FOR FLAG RAISING

An application to request the display of **each flag type** must be filled out prior to raising other flags on Regina Public Schools' flagpoles or school interior.

The application must be submitted to the school superintendent three weeks in advance of the **flag** being raised.

Applications will be assessed by Division Administration and will decision be communicated to applicant and school administration.

ADMINISTRATIVE PROCEDURE 138: PROTOCOLS FOR SCHOOL ADMINISTRATORS FOR FLAG RAISING

Approval of raising special event flags are subject to the following criteria:

1. Represents the Shared Values of Regina Public Schools
2. 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

ADMINISTRATIVE PROCEDURE 138: PROTOCOLS FOR SCHOOL ADMINISTRATORS FOR FLAG RAISING

- The raising of special event flags can be requested by:
 - Students
 - Staff
 - School Administration
 - Division Administration
 - School Community Councils
 - Regina Board of Education Trustees

ADMINISTRATIVE PROCEDURE 138: PROTOCOLS FOR SCHOOL ADMINISTRATORS FOR FLAG RAISING

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

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

APPLICATION FORM

The application form will be submitted to Superintendent of specific school

Superintendent team will evaluate, determine approved/not approved, and communicate decision

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: _____

Approved Not Approved

For office use only

Rationale:

Name and Role: _____ School: _____

Signature: _____ Date: _____

DIVISION-ENDORSED ACTIVITIES

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
- 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.

DIVISION-ENDORSED ACTIVITIES: 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.

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 ACTIVITIES: GUIDELINES FOR DIVISION-ENDORSED SCHOOL EVENTS

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
- Developmentally appropriate resources, materials and learning opportunities.

PLANNING CRITERIA FOR DIVISION-ENDORSED SCHOOL 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.

ACKNOWLEDGEMENT

Thank you for all 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.