



KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

ADMINISTRATIVE REGULATIONS

Section: Board and Community

• Goals

Regulation Code: B-3.2.7

Regulation: EQUITY, DIVERSITY AND INCLUSION **Policy Code Reference:** B-3.2
– EMPLOYMENT AND STAFF DEVELOPMENT **Page 1**

This administrative regulation is written in accordance with the guiding principles in Board Policy B-3.2, Equity, Diversity, and Inclusion.

The Board is committed to equity, fairness, and inclusiveness in the full range of its employment and professional development practices.

Administration is committed to developing and maintaining employment goals, policies, practices, structures, programs and interactions designed to employ a workforce that reflects, understands and responds to our diverse educational community. Administration is also committed to ongoing staff development for employees and volunteers on the principles of equity and their practice in order to ensure culturally responsive, equitable outcomes.

1. Employment and Staff Development

The Board will respond to and support its staff, contractors, and volunteers by:

- 1.1 Ensuring that equitable employment practices exist and are followed.
- 1.2 Identifying and eliminating systemic barriers in employment processes and structures while encouraging members of under-represented diverse communities to apply for teaching and non-teaching positions.
- 1.3 Ensuring that employment strategies address under-represented diverse communities.
- 1.4 Establishing outreach and action strategies that focus on marginalized groups to achieve equitable representation across the Board as required.
- 1.5 Ensuring that the Board's commitment to the principles of equity, their practice and the achievement of equitable outcomes is communicated throughout the Board and that staff, students and community are provided opportunities to play an active role in supporting this commitment.
- 1.6 Identifying staff-development needs to improve knowledge, skills, sensitivity, and responsiveness towards individuals and groups that have historically been and/or are currently being marginalized within society.
- 1.7 Providing opportunities for employees to acquire the critical knowledge, strategies, skills, sensitivity, and behaviours that support an education system capable of

KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

Section: Board and Community

• **Goals**

Regulation Code: B-3.2.7

**Regulation: EQUITY, DIVERSITY AND INCLUSION
– EMPLOYMENT AND STAFF DEVELOPMENT**

Policy Code Reference: B-3.2

Page 2

enabling all students to learn, to achieve success, and to participate responsibly in a diverse, global society.

- 1.8 Improving employee knowledge, skills, and expertise in equity in order to enhance capacity to identify and effectively challenge prejudice, bias, stereotyping and discrimination so that staff are better able to play an active role in the creation/maintenance of working environments that respect the dignity of all humans; and
- 1.9 Expecting that all employment practices will reflect the principles of equity and that equity policies contain mechanisms for evaluation as well as criteria for accountability.