



PARK WEST SCHOOL DIVISION

Learners Today, Leaders Tomorrow

Diversity – To value and embrace the diversity among our students, staff, and community members to create an inclusive learning environment that values diversity and social justice.

Goals/Objectives	Strategies	Status	Indicators	Time Frame
Create a climate of tolerance, acceptance, and respect for all within our schools and communities.	Develop an understanding and appreciation of human diversity, individual rights, and social justice.	Divisional group, including students attended Human Rights conference in April 2017.	Students demonstrate an awareness and appreciation of diversity.	By June 2017
	Promote and celebrate student diversity to strengthen sense of community.	Accessibility policies and procedures.	Student diversity is acknowledged and celebrated.	Ongoing
	Improve multicultural awareness for all students.	French revitalization grant has allowed us to hire a 0.25 coordinator. Hired a 1.0 fte Community Connector / Aboriginal Facilitator for the 2017-2018 school year.	Increase cultural awareness by students.	Ongoing
	Increase cultural competency of all teachers, administrators, and staff.	Began developing plan for the Truth and Reconciliation recommendation in Fall of 2017.	Staff cultural awareness.	By June 2017
	Use Manitoba Education's "Belonging, Learning and Growing" website to stimulate dialogue and critical thinking through the sharing of reflections and experiences related to diversity and equity education.	This will be emphasized during the 2018-2019 school year.	Increased dialogue and reflection on diversity and equity education.	Ongoing, by June 2019
	Ensure that policies, procedures, physical environments, and structures are supportive of the diversity of our students and staff.	Accessibility committee formed. Disabled parking spots in all schools, and customer service standards created for division as of December 2017.	Policies, procedures, and infrastructures reflect diversity.	By June 2017



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Create an inclusive learning environment that advocates for social justice	Build awareness of social justice and sustainable development enabling students to become responsible, active citizens of their community, their country, and the world.	Ongoing divisional focus on citizenship and student leadership. The provincial group citizenship award was given to students from Waywayseecappo, the “Bashful Boys”.	Students learn important life skills and become educated about how they can make a difference in the world through compassion, dedication, and philanthropy.	Ongoing Mar 2017
Emphasize staff understanding and appreciation of diversity and social justice.	Recruit and retain highly qualified staff who reflect the diversity of our students and communities, and who have the knowledge, skills, and abilities to work effectively with students from diverse backgrounds.	Now asking interview candidates about working with diverse needs and backgrounds. Will recruit indigenous staff for school division. Attendance at University of Saskatoon career fair in January 2018.	Evidence of equitable hiring.	Ongoing
	Develop an understanding and appreciation of human diversity, individual rights, and social justice.	Ongoing divisional focus on citizenship, sustainable development, and social justice. Divisional student council involved in several social justice focused activities and events. Two students involved in provincial human rights pilot.	Teachers demonstrate and awareness and appreciation of diversity. Instruction reflects focus on diversity.	Ongoing
	Provide opportunities for staff training and professional learning that increases their capacity to teach and support students on issues regarding human diversity, including areas of sexual orientation and gender identity. One priority area of focus would be training and education related to LGBTQ issues.	Began investigating best practice in LGBTQ-related areas in October 2017.	Students embrace diversity by celebrating differences and identifying and addressing intolerance.	By June 2020