

RESPONDING TO DISCRIMINATION IN OUR SCHOOLS

Pocket Guide



Inclusive School and
Community Services

Address the Behaviour

STOP the behaviour in that moment.
REINFORCE RULES PUBLICLY.

Name the Behaviour

IDENTIFY the behaviour and discrimination.

Support Targeted Student(s)

DIALOGUE with the impacted student(s).

Ensure Accountability

HOLD students accountable.

Educate

EXPLAIN the violation.

Restore School Climate

REBUILD positive climates for learning and working.

Address the Behaviour*

Make a clear statement (e.g. That behaviour/language is unacceptable in this school.). We must respond to discrimination and re-establish safe climates for learning and working. Explain safe and inclusive school code of conduct. Respond publicly. Ensure every bystander can hear you. Explain that silence from bystanders implies acceptance and approval.

Name the Behaviour*

Name the hateful behaviour (e.g. antisemitism, anti-Black racism, anti-Indigenous racism, homophobia, Islamophobia, transphobia, etc.). Explain how the behaviour is discriminatory, derogatory, and unacceptable for the school.

Support Targeted Student(s)*

Ask the students the best way(s) they can be supported. Do not make assumptions about student needs. Consult parents/guardians about student and family needs. After consulting with parents/guardians, offer school supports as agreed upon (e.g. counsellors, social workers, etc.).

Ensure Accountability*

Apply progressive discipline.
Note: In-school or out-of-school suspensions should be accompanied by education.

Educate*

Student learning should be deepened using Educator/Administrator Toolkit from *Responding to Discrimination and Harassment Guide*.

Restore School Climate*

Consult the *Responding to Discrimination and Harassment Guide* to restore learning environments and relationships in consultation with superintendents, parents/guardians, and community. Examine your school culture/climate for root causes of the violation.

*These actions will occur simultaneously.