

EASTERN SCHOOL DISTRICT

POLICY STATEMENT

SUBJECT: **Diversity Management**

DATE OF ADOPTION: April 6, 2011

EFFECTIVE DATE: April 6, 2011

REVIEW DATE:

SUPERSEDES:

CROSS REFERENCE: Administrative Regulation GBA-R – Diversity Management
Administrative Regulation GCE-R – Recruitment and Hiring of Staff
Board Regulation GCF-R – Search and Selection Committees
Canadian Union of Public Employees Collective Agreements
for Locals 1145, 1770, 1775 and 3260
Policy GCE – Recruitment and Hiring of Staff
Policy IHAC – Race Relations, Cross Cultural Understanding
and Human Rights in Learning
Prince Edward Island Human Rights Act
Prince Edward Island Teachers' Federation Memorandum of
Agreement

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The Eastern School District is committed to achieving a qualified work force that reflects the communities it serves and a work environment of inclusion and respect.

To achieve its diversity management goals, the District will:

- implement a comprehensive and strategic approach to diversity management to achieve its employment equity goals and a work environment of respect.
- implement practices to ensure that all employees and job applicants are treated without prejudice and discrimination on any grounds prohibited by the *Prince Edward Island Human Rights Act*.

1. DEFINITIONS

Diversity Management – Acknowledging and valuing the similarities and differences of all staff and students when planning programs, policies, procedures, and assigning resources.

Discrimination – Unfavourable treatment based on indicators such as, but not limited to, ability, age, ancestry, class, education, ethnicity, gender, race, physical characteristics, and sexual orientation.

Employment Equity – Comprehensive planning process designed to identify and eliminate discrimination in employment practices, policies, procedures and remedy the effects of conscious or unconscious systemic barriers.

RCH – The acronym for race relations, cross cultural understanding and human rights.

Systemic Barriers – A conscious or unconscious hindrance or obstruction in formal or informal policies, practices and procedures that result in the exclusion of individuals or groups of people with shared identities.

2. SCOPE

This policy applies to all employees and anyone who applies for work within the Eastern School District. All sections of this policy will be applied in a manner subject to the terms and conditions of all relevant Collective Agreements.

3. OBJECTIVES

This policy is designed to:

- Develop, implement, and support a comprehensive and strategic approach to diversity management (planning, programs, resources, communications, training and development, reporting and monitoring) to achieve employment equity goals.
- Create an environment of inclusion and respect through support for positive race relations, cross-cultural understanding, and appreciation for human rights among employees.
- Create an environment where individuals seeking employment, training or career advancement opportunities within the Eastern School District will not be disadvantaged or discouraged by attitudinal or systemic barriers.

4. ACCOUNTABILITY

The Eastern School District is committed to working toward:

- Establishing an overall planning process, settling priorities and approving strategies for diversity management.
- Approving a District Diversity Management Plan.
- Establishing an Eastern School District Diversity Management Committee and approving the appointment of members of the Committee.

Overall implementation of this policy will be a responsibility of the Manager of Policy and Planning.

The Superintendent of Education will develop and issue procedures in support of this policy.

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