

DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD
POLICY

POLICY NUMBER:	P-0008
SUBJECT:	EQUITY AND INCLUSIVE EDUCATION
EFFECTIVE DATE:	(287) September 28, 2010
AMENDED DATE:	(268) October 27, 2015; November 24, 2020

*“Take away from me the noise of your songs; I will not listen to the melody of your harps.
But let justice roll down like waters, and righteousness like an ever-flowing stream.”*
Amos 5: 23-24

1. All people are created equal, in the image of God, each with inimitable characteristics deserving of dignity (Genesis: 1:27). In accordance with the Church’s teachings, it is the policy of the Dufferin- Peel Catholic District School Board (DPCDSB) to provide, in all of its operations, environments which support and reflect the dignity of the person.
2. Any form of discrimination, injustice, or oppression is incompatible with Catholic moral principles, and is a violation of the *Ontario Human Rights Code*, as amended, (hereinafter referred to as the *Code*) and DPCDSB policies. Discrimination, injustice, and oppression can be related to the following: citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, gender expression, receipt of public assistance (in housing), and record of offences (in employment). DPCDSB understands that naming oppressions is vital to addressing them, and, as such, the term discrimination refers, but is not limited to: racism, anti-Black racism, colonialism, Xenophobia, Islamophobia, Sexism, Homophobia, Ableism, Anti-Semitism and Transphobia.
3. DPCDSB recognizes that Indigenous Peoples come from self-determining nations with their own governing structures and institutions. They are separate from equity-seeking groups in that they have inherent rights separate from the rest of Canada. In addition, there are nationally recognized and affirmed treaty agreements, which speak directly to the responsibilities outlined in these nation to nation agreements.
4. The DPCDSB’s operations and environments give pre-eminence to the tenets of the Catholic faith, with the protection afforded in the *Code* and other applicable laws.
5. The DPCDSB and its staff are committed to the identification and elimination of discrimination, as outlined in *Ontario’s Equity and Inclusive Education Strategy* and the Ontario Ministry of Education Policy/Program Memorandum No. 119: *Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools*, in a manner which is consistent with the exercise of DPCDSB’s denominational rights under Section 93 of the *Constitution Act*, and as recognized at Section 19 of the *Code*.