

# ACCEPTANCE

## Equity and Inclusive Education Strategy - Key Terms

### Diversity

The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation and socio-economic status.

### Equity

A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

### Inclusive Education

Education that is based on the principles of acceptance and inclusion of all students. Students see themselves reflected in their curriculum, their physical surroundings, and the broader environment, in which diversity is honoured and all individuals are respected.

## Belief

We believe that our students should be considered first as the basis of decision-making.

## Our Values

- |                |               |
|----------------|---------------|
| Respect        | Perseverance  |
| Integrity      | Compassion    |
| Responsibility | Humility      |
| Cooperation    | Inclusiveness |

# EQUITY & INCLUSIVE EDUCATION

## For more information

Call Toll Free  
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# DIVERSITY



**GRAND ERIE**  
*Growing Excellence... Inspiring Success*



# INCLUSION

## OUR VISION

Growing Excellence...  
Inspiring Success



- all students, parents, and other members of the school community are welcomed and respected
- every student is supported and inspired to succeed in a culture of high expectations for learning

### Inclusion

**We envision an inclusive education system in Grand Erie District School Board in which equity and inclusive education:**

- is a foundation of excellence
- meets individual needs
- identifies and eliminates barriers
- promotes a sense of belonging
- involves the broad community
- builds on and enhances previous and existing initiatives
- is demonstrated through the system

### Our Policy

**Equity and Inclusive Education Procedure SO136 and Equity and Inclusive Education Policy SO14**

Grand Erie District School Board promotes the principles of equity and diversity. The Board strives to maintain a learning and working environment that supports fairness, justice and equality for its students, staff and community.

*“The Board recognizes and values the diversity of race, colour, creed, sexual orientation and ethnicity within our communities.”*  
*Expressions of racial, religious or ethnocultural intolerance or bias in any form, will not be tolerated.*

### Special Education Guiding Principles

Special Education services within Grand Erie District School Board are guided by seven principles that can be found on the Board’s website. Two principles in particular relate to Equity and Inclusive Education:

- The diversity of our student population is valued and informs program delivery
- Fostering an inclusive culture in schools is paramount

### Religious Accommodation

The Board is committed to ensuring that appropriate religious accommodations are developed collaboratively in an environment founded in trust and mutual respect. As a principle of our system, the Board is committed to fairness and equity in religious practice.

The Board identifies the following as possible areas for accommodation:

- Religious holy days and celebrations
- Opening and closing exercises
- Prayer
- Dietary requirements
- Fasting
- Religious attire
- Participation in daily activities and curriculum
- Scheduling for religious leaves
- Recruitment, job applications and succession planning

*Growing Excellence... Inspiring Success*