

Arbour Lake School

Creating *an* Inclusive Culture



What is an inclusive culture?



An inclusive culture is an environment that values, appreciates, and welcomes members of all backgrounds and diverse characteristics, while also valuing the differences among members, knowing that diversity makes the community stronger.

Alberta Education:

Inclusion is a way of thinking and acting that demonstrates universal acceptance and promotes a sense of belonging for all learners.

It is an attitude and approach that embraces diversity and learner differences and promotes equal opportunities for all learners in Alberta.

Discuss

- What are some things students can do to make sure everyone feels included at school or in a group activity?
- Think about a time when someone was invited into a group, activity, or conversation. What was said or done to help others feel included?
- Is it possible for a school to have many different kinds of people, but still have students who do not feel included? What could be done differently to better support all students feeling a sense of belonging?



Diversity, Equity, & Inclusion



Diversity - the representation of all our varied identities and differences (race, ethnicity, sex, disability, sexual orientation, gender identity, nationality etc.)



Equity - ensuring that everyone receives what they need to be successful and has access to similar opportunities – even if that varies.



Inclusion - ensuring everyone is actively invited to contribute and participate in the community and has opportunity to do so.

While these terms are linked, they are not interchangeable.

Discuss

- Why might equity sometimes look unfair to people who do not understand the situation?
- What does “fair” mean in a school? Does fair always mean everyone gets the same thing? Why or why not?
- Why might some students need different supports (for example extra time, help from a teacher, or different learning tools) to be successful?
- Can giving different students different supports still be fair?



Welcoming,

CARING

Respectful, Safe

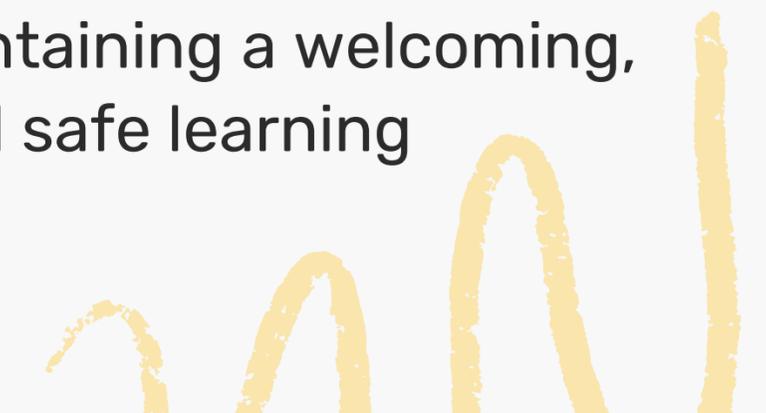
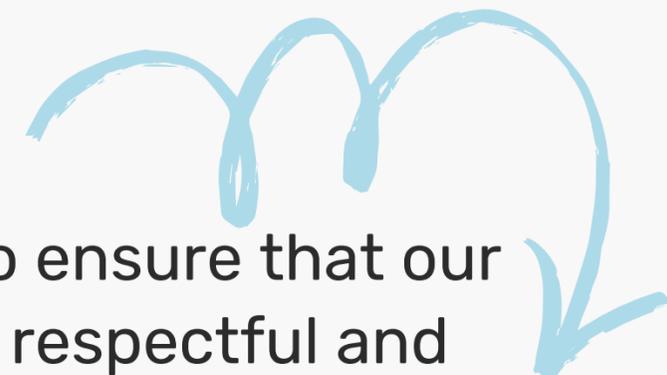
Learning & Work Environments



CBE schools have a mandate to ensure that our schools are welcoming, caring, respectful and safe learning and work environments that respect diversity and foster a sense of belonging.

Each of us has the right to feel respected and safe at school and at work.

- Our rights come with an expectation of responsibility.
- As members of the Arbour Lake School learning community, each of us (principal, teachers, students and staff) share in the responsibility for maintaining a welcoming, caring, respectful and safe learning environment.



CBE CARES @ *Arbour Lake*

In CBE we believe that every student should have the opportunity to succeed personally and academically regardless of background, identity or personal circumstances.

In 2020, the Calgary Board of Education (CBE) began work to make schools more fair, welcoming, and inclusive for everyone through an initiative called CBE CARES (Collaboration for Anti Racism and Equity Supports). As part of this work, CBE gathered feedback from students, parents, caregivers, staff, community members, and Indigenous Elders, who shared their experiences and ideas about how schools could become more inclusive and supportive for everyone.

Through this process, CBE heard that , we can do better in two key ways:

Name it...

Continue to acknowledge that racism and all forms of discrimination exist and create barriers to an inclusive and equitable learning and work environment.

Commit to Action...

Share the concrete actions taken to address racism and discrimination in the CBE.



Arbour Lake

NAMES IT!

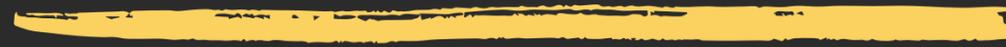
The use of derogatory and discriminatory language amongst our student population has been something that has surfaced on occasion.

Primary examples of the language we have noted and have had to address includes racial, homophobic, and bigoted terms, slurs and comments.





Our Diversity is a Strength



The diversity in our school is a strength. Our community includes people from many different backgrounds, cultures, beliefs, and values.



Our families may believe different things. Our goal at school is not to change what someone believes at home.



At school, we must live, learn, and work together in a respectful and safe way, even when we have differences.



Regardless of personal beliefs, intentionally harming others through words or actions is not acceptable and will not be tolerated at our school.



So what?

Once we learn that something is harmful, choosing to continue using that language or behaviour means making a choice to hurt someone else.

Causing intentional harm is unacceptable & inexcusable.

The next few slides will help us learn about terms, language, and behaviours that people have shared can be hurtful or harmful.



WHAT IS RACISM, HOMOPHOBIA, & BIGOTRY?

RACISM

When people are treated unfairly because of their skin color or background. It is a kind of discrimination and it causes great harm to people. Racism takes many forms, including name calling and physical violence.

HOMOPHOBIA

The fear, hatred, discomfort with, or mistrust of people who are lesbian, gay, or bisexual. Biphobia is fear, hatred, discomfort, or mistrust, specifically of people who are bisexual. Similarly, transphobia is fear, hatred, discomfort with, or mistrust of people who are transgender, genderqueer, or don't follow traditional gender norms.

BIGOTRY

Being intolerant of opinions, lifestyles, or identities that are different from one's own.

Discriminatory language and actions are not acceptable and are not tolerated within our learning community.

DISCRIMINATORY LANGUAGE & ACTIONS

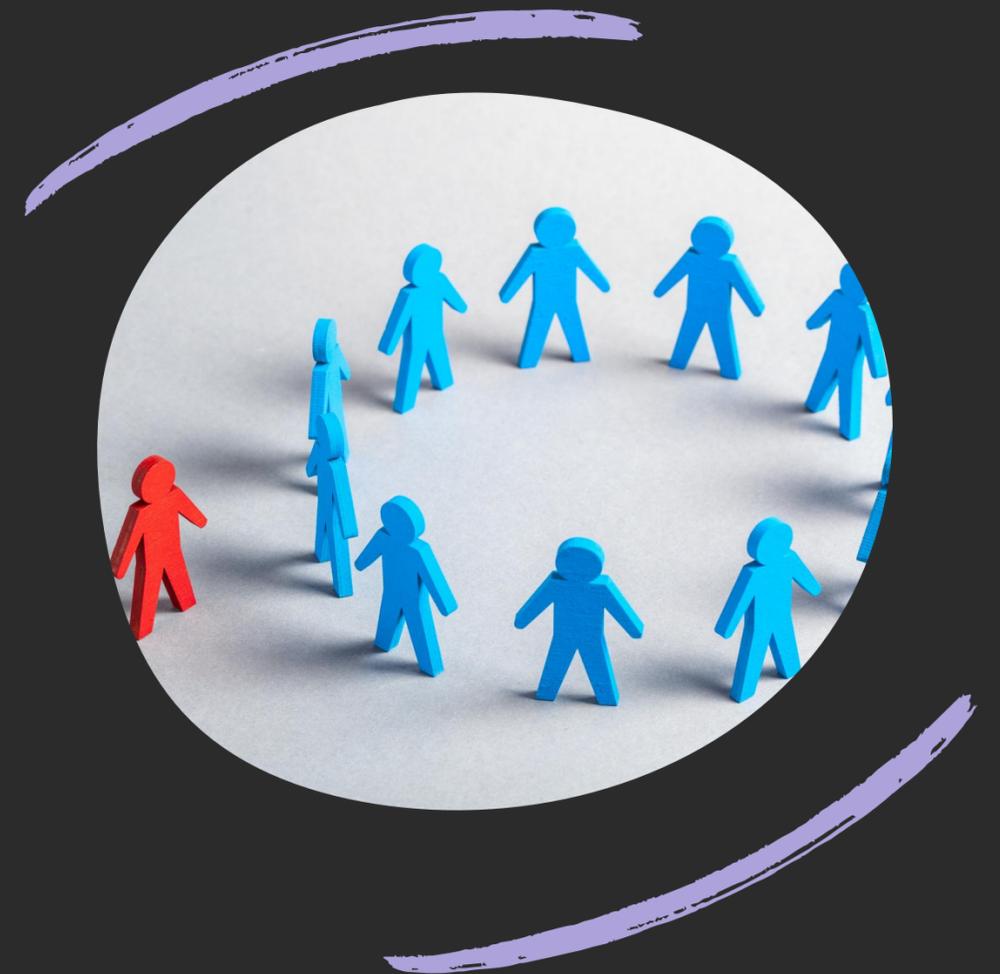
Cause Harm!

Discriminatory language and actions are intended to make the targeted individual(s) feel less than the rest, and outside of the collective. The intent is malicious and meant to intentionally harm others.

Discriminatory language, comments, taunts, and slurs are those that target an individual's:

- ❖ Race, national or ethnic origin, skin colour, and language spoken
- ❖ Religion, faith and beliefs
- ❖ Age
- ❖ Sex, sexual orientation, gender, and gender identity / expression
- ❖ Marital or familial status
- ❖ Genetic characteristics
- ❖ Disabilities or exceptionalities

Discrimination of any kind is unacceptable within our school.





Arbour Lake

COMMITTS TO...



Creating an inclusive culture with mutually respectful relationships between the various members of our learning community through:

- education,
 - discussion,
 - and accountability.
- 



Discussion

We need to create safe opportunities to respectfully share stories, ideas, and feelings, ask questions, and have **discussions**.



Accountability

We need to hold each other **accountable** for the use of our words and actions. When we know better, we must act better. Regardless of our own opinions, when we know that certain words and actions are hurtful, we need to respect this and stop.



Education

As a school we must ensure that all of us are **educated** and understand the severity of the negative impact discriminatory language and actions have on individuals, our learning community, and the greater community within which we live.





EDUCATION



Our Learning Today

For some students, today was the first lesson in learning about how to contribute to an inclusive culture.

For other students, today was a reminder around how to contribute positively to an inclusive culture.

As a class, let's summarize what we have learned today...

Importance of

NEXT STEPS

in our Community



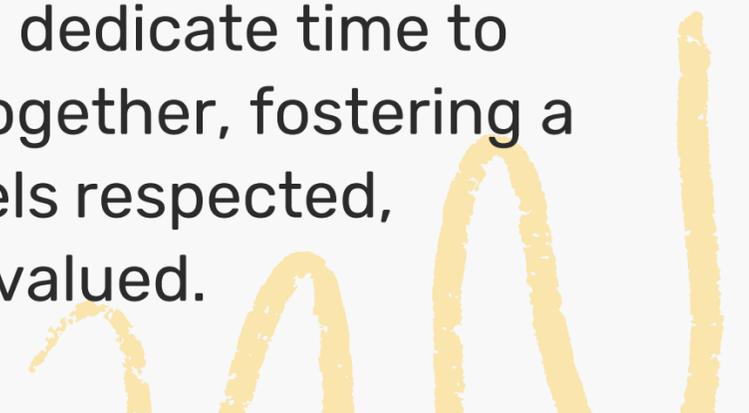
Talk, Learn, Discuss

Discussing discrimination can often be challenging, yet it remains crucial. As a school community, we will continue to learn and engage in these important conversations, addressing them in our classrooms whenever they arise.

Creating a Safe Space

Before diving into discussions about why certain words can be harmful and their origins, it's essential to ensure that our classroom is a safe environment for all.

In our homerooms, we will dedicate time to establish "ground rules" together, fostering a space where everyone feels respected, comfortable sharing, and valued.





What Next?

Our Commitment

When appropriate we agree to continue today's discussion so as to support our efforts to increase belonging at Arbour Lake School and to continue to work toward making sure our learning community is a welcoming, caring, respectful, and safe community for all of us.

