

		Commission scolaire English-Montréal English Montreal School Board
POLICY:	MULTICULTURAL/MULTIRACIAL EDUCATION	CODE: CS-13
Origin:	Community Services Department	
Authority:	Resolution #01-09-25-8.4	
Reference(s):	The Canadian Charter of Rights and Freedoms, The Quebec Charter of Human Rights and Freedoms	

POLICY STATEMENT

The Mission Statement of the English Montreal School Board is ‘to support its schools and centres in their efforts to educate students within a caring, safe and inclusive learning community.’ To fulfill its mandate, the English Montreal School Board will ‘recognize and value the diversity of its community.’

The English Montreal School Board recognizes the contribution of the various cultural, racial, ethnic and religious communities within the Board, and is committed to a multicultural/multiracial education which would enable students, parents, administrators, support staff and commissioners to learn to live together in a pluralistic society.

The Board recognizes and accepts the United Nations’ policies on Human Rights, the Canadian Charter of Rights and Freedoms and The Quebec Charter of Human Rights and Freedoms.

GENERAL PRINCIPLES

1. The English Montreal School Board (EMSB) affirms and promotes the dignity and fundamental worth of all human beings regardless of racial, religious or socio-cultural background.
2. The EMSB is committed to the development of policies that foster acceptance and understanding of all students and encourage an appreciation of human diversity.
3. The EMSB recognizes that ethnic and cultural diversity is a positive feature of Quebec and Canadian societies.

4. The EMSB subscribes to the notion that neither assimilation (the “melting pot” idea) nor separation (segregation) is an acceptable goal in a society that is culturally diverse; instead, the aim is to integrate different groups as effective, contributing and responsible citizens of Canada.
5. The EMSB promotes a school environment that allows each student an equal opportunity for individual academic success and personal development.
6. The EMSB recognizes the legitimate right of every student to experience an education that respects all racial, religious and cultural perspectives as noted in Canadian and Quebec laws.
7. The EMSB shall provide opportunities so that students may learn the attitudes and skills that will enable them to succeed and to participate as fully as possible in the larger Quebec and Canadian societies.
8. The EMSB shall promote activities that allow each student to acquire an understanding and appreciation of his or her cultural heritage with a view to enabling that individual to retain an appropriate sense of belonging to a particular community, as well as a sense of belonging to Quebec and to Canada.

RACISM: DISCRIMINATION AND RACIAL INCIDENTS

Policy Statement

The Board views expressions of racism and/or ethnocultural harassment, stereotyping, prejudice and discrimination in any form as unacceptable and will neither condone nor tolerate such expressions.

Action Plan

The Board shall ensure through appropriate personnel that racial, ethnic, religious, cultural and gender biases, including stereotyping, discrimination, prejudice, are addressed conscientiously within all policies, programs and activities within the Board's system.

MULTICULTURAL/MULTIRACIAL EDUCATION PROGRAMS, SPECIAL SERVICES, AND EXTRACURRICULAR ACTIVITIES

Policy Statement

The Board shall:

1. collect statistical data related to the ethnocultural composition of its student population and staff to enable the development of policies, programs and practices which are sensitive and responsive to the multicultural/multiracial reality and needs of EMSB schools;
2. promote and encourage extracurricular activities and the acquisition of materials which would enable individual cultural development and intergroup cultural sharing among the diverse cultures comprising the EMSB school system.

Action Plan

All schools shall be encouraged to develop methods to demonstrate visibly to their communities and the public at large their commitment to the concept of multicultural/multiracial education.

TO INVOLVE DIVERSE COMMUNITIES IN PARTNERSHIP ACTIVITIES WITH THE SCHOOL BOARD

Policy Statement

The Board shall:

1. involve its diverse groups in school board activities;
2. encourage EMSB schools/centres to promote, facilitate and/or provide, where possible, extracurricular activities directed at intercultural group awareness and understanding.

Action Plan

1. Partnerships shall be established and/or further developed with community groups.
2. The Board shall encourage school and community organizations, principals, centre directors and local commissioners to work with parents in the community to develop opportunities for the discussion of different values, expectations and cultural norms and to provide forums for parents of common cultural or linguistic backgrounds to share common concerns.

3. The Board shall develop and maintain a liaison with other school boards in Quebec and Canada, community and parent groups in Quebec, and Quebec government agencies who are committed to the improvement of race relations.
4. The Board shall develop methods and procedures to make its school facilities available to the cultural communities whenever possible at minimal cost to either the Board or community groups.
5. The Board shall encourage schools/centres to permit greater community use of their facilities whenever possible, especially after school hours and on weekends.

CULTURAL IDENTITY: RETENTION OF LANGUAGE AND CULTURE

Policy Statement

The Board shall encourage and promote understanding of and sensitivity towards the diversity of cultures present in Quebec and Canada and reflected in its schools.

Action Plan

1. The Board shall assist in the establishment of measures to support the retention of language and culture.
2. The Board, in cooperation with ethnic and cultural communities or parent groups, shall extend its support and encouragement of third language programs (PELO).

AN ENVIRONMENT IN THE EMSB SCHOOLS/CENTRES FOR MULTICULTURAL / MULTIRACIAL EDUCATION

Policy Statement

The Board shall encourage its schools/centres to create and maintain environments for learning which are free of stereotyping, prejudice and discrimination.

Action Plan

1. The Board supports in-service training for its school personnel and volunteers to equip them with an understanding of the cultural diversity and the educational needs of EMSB students.
2. All schools/centres are encouraged to conduct seminars on human rights for students/learners to increase awareness of the rights of all people under the Federal Human Rights Code.

CURRICULUM AND LEARNING RESOURCES

Policy Statement

The Board shall ensure that curriculum and learning resources are developed, modified or selected to reflect, in an equitable way, a culturally and racially diverse society.

Action Plan

The Board shall provide funding for curriculum (in-service training), resource review and development, and assign appropriate staff.

1. The Pedagogical Services Department shall support, provide leadership and coordinate the development of curriculum that incorporates objectives consistent with this policy. It shall also be mandated to:
 - a. establish a process for the review of curriculum and learning resources in order to identify materials that contain racial and/or ethnic stereotyping, bias, discrimination and prejudice;
 - b. develop effective mechanisms for identifying and addressing forms of bias in learning materials and discriminatory elements in existing curriculum.
2. The Board is committed to the maintenance of a Multicultural/Multiracial Resource Center under the mandate of the Community Services Department to acquire materials that are appropriate for multicultural/multiracial education within a human rights framework.
3. The Board shall encourage schools/centres, in setting their annual objectives, to plan for activities that will promote multiracial and multicultural understanding.
4. The Board shall assist teachers in developing programs reflecting the reality of a multicultural/multiracial Quebec society, giving emphasis to the achievements of people of all racial and cultural backgrounds, and emphasizing as well the participation and contribution of those same cultures in all aspects of Quebec and Canadian life.

STAFF PREPARATION

Policy Statement

The Board shall:

1. provide opportunities for all staff to develop their ability to function sensitively and knowledgeably in relation to people of different cultural and racial origins;

2. pursue continuous dialogue with the Ministry of Education to ensure the development and establishment of appropriate policies, programs and resource support for staff training which would prepare all staff, both pre-service and in-service, to work sensitively and knowledgeably with Quebec's multicultural/multiracial student population;
3. enter into constructive dialogue directly with universities' faculties of education to encourage mandatory studies for student teachers to prepare them for multicultural/multiracial classrooms.

Action Plan

The Board shall take any measures it considers appropriate to assist its staff in acquiring further preparation to meet the multicultural/multiracial needs of its student population.

1. Professional Improvement Committee funds are a vehicle in helping to plan and facilitate a constructive in-service response to the multicultural/multiracial training needs identified by teachers.
2. The Board shall take whatever measures are necessary to ensure that every teacher is familiar with its policies on a multicultural/multiracial approach to education and the availability of in-service preparation.

STAFF EMPLOYMENT

Policy Statement

The EMSB is an equal opportunity employer and shall take the necessary initiatives to assist its employees in becoming sensitive and knowledgeable with respect to race and ethnic relations.

Action Plan

1. All staff in the Human Resources Department who are responsible for the hiring, placement and transfer of personnel must exercise constant care to ensure that employees are familiar with the multicultural/multiracial composition and needs of the particular student population being served.
2. The Board, having already declared itself to be an equal opportunity employer, shall take steps to communicate this fact to the public.

RECEPTION, ORIENTATION AND PLACEMENT OF STUDENTS

Policy Statement

The Board and individual schools/centres shall welcome students new to the EMSB in an open and sensitive manner to assure appropriate placement in the educational program and to develop effective procedures for the orientation of parents and students new to the EMSB system.

PSYCHO-EDUCATIONAL ASSESSMENT PROCEDURES

Policy Statement

The Board shall ensure that the psycho-educational assessment procedures employed by its professionals are as bias-free as possible, and take into account such elements as the student's culture, native language, family environment, academic and medical history, previous assessments, personal experience, and any other pertinent factors deemed relevant, on a case-by-case basis.