

POLICY: <u>CULTURAL SAFETY</u>	#	727
SECTION: <u>700</u> : <u>School Administration</u>	Page	1 of 3
APPROVAL/REVISION DATE: <u>March 9, 2020</u>	EFFECTIVE DATE: <u>March 10, 2020</u>	REVIEW DATE: <u>March 2025</u>
CROSS REFERENCE: <u>Policy 508: Equity and Inclusive Education</u>		

A: POLICY

1. Thunder Bay Catholic DSB is a multicultural, multidisciplinary organization operating in a variety of cultural contexts. Cultural Safety is the endorsed philosophy of TBCDSB for ensuring all staff, students and those with whom we interact feel safe, respected and valued for our diversity. TBCDSB aims to produce culturally safe graduates. As the organization responsible for the education of our students, TBCDSB therefore needs to be culturally safe in its operations.

B: GUIDELINES

1. Cultural Safety
 - 1.1 Cultural Safety is a philosophy and a way of operating that ensures all individuals and groups are treated with regard to their unique cultural needs and differences. It assumes the right to difference and calls for interactions that do not diminish, demean or disempower individuals on the basis of any perceived or actual difference.
 - 1.2 TBCDSB is concerned with Indigenous education as a local and national priority. While a Cultural Safety policy is overly concerned with ensuring Indigenous experience within TBCDSB, it is the right of all individuals to also expect culturally safe engagement in the course of their work and/or study. To this end, TBCDSB endorses the following principles underpinning this policy:
 - 1.2.1 There is no single Indigenous culture, just as there is no single non-Indigenous culture. Our interactions and practices acknowledge the diversity of Indigenous and other cultures, locally, nationally and internationally.
 - 1.2.2 Culture can be constructed to relate to more than ethnicity alone; it may be linked to socio-economic status, religion, gender, age, sexuality or disability.
 - 1.2.3 Staff and students of TBCDSB will strive to demonstrate and facilitate Cultural Safety in their professional encounters through:
 - 1.2.4 Examination of and reflection of one's own culture and its potential impact on others
 - 1.2.5 Developing and displaying sensitivity to historical influences on the education and well-being of others

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SECTION: <u>700</u> : <u>School Administration</u>	Page	2 of 3
APPROVAL/REVISION DATE: <u>March 9, 2020</u>	EFFECTIVE DATE: <u>March 10, 2020</u>	REVIEW DATE: <u>March 2025</u>
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- 1.2.6 Acknowledging power relationships and dominance that are a result of cultural privilege and acting to ensure equitable and respectful engagement
- 1.2.7 Ensuring respectful dialogue and avoiding use of language that may be colonizing or 'othering' in nature (the tendency to view 'others' as exotic and one's own cultural group as the 'norm')
- 1.2.8 Acceptance of the right to hold differing world and other views.

2. Responsibilities implicit in this policy:

2.1 TBCDSB is responsible for:

- 2.1.1 Providing quality and timely ongoing training in Cultural Safety
- 2.1.2 Providing information on Cultural Safety to all staff and students
- 2.1.3 Taking steps to ensure consistent application of this policy
- 2.1.4 Taking steps to investigate allegations or complaints of breaches of this policy

2.2 Staff are responsible for:

- 2.2.1 Being aware of policies and procedures in relation to Cultural Safety
- 2.2.2 Attending ongoing training which facilitates an applied knowledge of Cultural Safety in our work environment
- 2.2.3 Providing clear guidelines to students and access to materials to support learning and action in Cultural Safety
- 2.2.4 Ensuring the development of culturally specific teaching materials in undertaken in consultation and collaboration with members of the cultural group referenced
- 2.2.5 Refraining from culturally unsafe practices and interactions, and where safe to do so, challenging potentially unsafe practices and interactions, including such things as stereotyping, discrimination, and racist, sexist or other demeaning and harmful commentary
- 2.2.6 Conducting themselves in a culturally safe manner

POLICY: <u>CULTURAL SAFETY</u>		#	727
SECTION: <u>700</u> : <u>School Administration</u>		Page	3 of 3
APPROVAL/REVISION DATE: <u>March 9, 2020</u>	EFFECTIVE DATE: <u>March 10, 2020</u>	REVIEW DATE: <u>March 2025</u>	
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2.3 Students are responsible for:

- 2.3.1 Informing themselves of the Cultural Safety expectations of TBCDSB
- 2.3.2 Taking advantage of education opportunities provided on Cultural Safety
- 2.3.3 Submitting work that adheres to the principles of Cultural Safety
- 2.3.4 Conducting themselves in a culturally safe manner
- 2.3.5 Refraining from culturally unsafe practices and interactions, and where safe to do so, challenging potentially unsafe practices and interactions, including such things as stereotyping, discrimination, and racist, sexist or other demeaning and harmful commentary