



Lester B. Pearson
School Board

Commission scolaire
Lester-B.-Pearson

MANUAL OF POLICIES, PROCEDURES AND BY-LAWS

INTERCULTURAL POLICY

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Intercultural Policy

Introduction

The Lester B. Pearson School Board believes that one of its essential roles is to promote intercultural education that reflects the values of its respective communities. The School Board believes that all students should receive an education in democratic values as legislated by a democratic Canadian society and the Quebec Charter of Human Rights and Freedoms.

The Lester B. Pearson School Board acknowledges a growing pluralism in Quebec society and an ever changing pattern of ethnic diversity and that all students should acquire the knowledge and aptitudes necessary to appreciate the rich diversity of their local, national and global communities. The School Board also believes that students should acquire the necessary tools and education to better comprehend our society and its diversity, to interact positively with persons of diverse backgrounds and to participate actively as global citizens.

The Lester B. Pearson School Board believes that schools and centres should provide a respectful environment for each student along with a commitment to work in partnership with the students, parents and community groups to focus on building a common culture that takes diversity into account. Schools and centres should also have a commitment to actively pursue partnerships with organizations that promote awareness of multiculturalism and cultural diversity to focus on building common goals with combined resources.

1. Principles

- 1.1 The Lester B. Pearson School Board affirms and promotes the dignity, equality and fundamental worth of all human beings regardless of age, capabilities, ethnic origin, gender, language, race, religion, or sexual orientation.
- 1.2 All Board policies shall foster acceptance and understanding of all persons and encourage an appreciation of human diversity as a positive feature of Quebec and Canadian societies.
- 1.3 The Board affirms and promotes equality of opportunity for all persons.

2. Goals

2.1 School Environment

The Board shall:

- Ensure that the learning and social climate in its schools and centres fosters and builds on the diversity present in Quebec society promoting mutual respect and an environment free from all forms of discrimination as listed in 1.1 of the policy.
- Promote effective communication and continuing contact with ethno-cultural communities at the school or centre level.
- Provide resources for extra-curricular activities that promote intercultural awareness, understanding and sharing among the diverse cultures.
- Foster the teaching of Canada's democratic values including equality, participation in the affairs of state, the laws of the land, the peaceful resolution of conflict and individual rights.
- Ensure that schools and centres provide each student with a warm and welcoming environment as well as an equal opportunity for individual academic success and personal development as envisioned within each school's or centre's Educational Project and Success Plan.

2.2 Curriculum and Learning Resources

The Board shall:

- Continue to recognize its affiliation with Peaceful Schools International and support its mission to "establish and maintain a culture of peace" within our schools and centres.
- Encourage its personnel, through professional development, to seek courses that relate to working sensitively and knowledgeably with people of diverse cultural and racial origins.
- Encourage pedagogical approaches that take into account individual and cultural diversity in learning styles.

- Ensure that curriculum and learning resources are selected with sensitivity, balance and objectivity regarding cultural, religious and moral values. Students should be able to see themselves reflected throughout the curriculum.
- Encourage curriculum adaptations and innovations that will help create positive attitudes and mutual respect among the members of the school or centre communities.

3. Roles and Responsibilities

3.1 The Board shall:

- Encourage the Quebec Government to develop and establish appropriate intercultural policies, programs and to provide the necessary support for staff training.
- Encourage Colleges and Universities to prepare educators for multicultural and multiracial classrooms.
- Take a leadership role in working with community groups and service agencies that provide a support network for our diverse communities.
- Encourage the development of local intercultural projects by using the resources provided by the School Tax Management Committee.
- Sponsor workshops on interculturalism and support employees who wish to take courses in intercultural education within the appropriate professional development structures of the Board.
- Encourage all schools and centres to integrate interculturalism and global education into the curriculum and school activities.
- Assist schools and centres in selecting curriculum and learning resources with sensitivity, balance and objectivity regarding cultural, religious and moral values.

- Provide educational consultants to assist school and centre staff in developing curriculum adaptations and innovations that will help create positive attitudes and mutual respect.
- Support the PELO programs (programme d'enseignement des langues d'origine) in our schools and encourage the Ministry of Education to increase the funding for these programs.

3.2 The Intercultural Advisory Committee shall:

- Review the Board's Intercultural Policy and make recommendations to the Council of Commissioners regarding proposed changes.
- Advise the Board on intercultural concerns facing the Lester B. Pearson community.
- Recommend ways of integrating intercultural and global education into school and centre curricula and into the school life of Lester B. Pearson schools and centres.
- Review local intercultural projects and recommend the distribution of resources provided by the School Tax Management Committee.
- Encourage schools and centres to develop local intercultural projects.

3.3 The Principal/Centre Director shall:

- Ensure that each student is provided with a warm and welcoming environment as well as an equal opportunity for individual academic success and personal development as envisioned within the school's or centre's Educational Project and Success Plan.
- Ensure that the learning and social environment in the school or centre
 - promotes Canada's democratic values
 - fosters mutual respect
 - is free from all forms of racial, cultural and religious discrimination
- Encourage staff to integrate interculturalism into the curriculum and student activities and to relate sensitively and knowledgeably to people of different cultural and racial origins.

- Identify and address the intercultural professional development needs of his or her staff.
- Take a leadership role in working with community groups and service agencies who promote awareness of multiculturalism and cultural diversity and who provide a support network to the school and centre communities.
- Encourage the development of local intercultural projects.

3.4 The Governing Board shall:

Respect the Board's Intercultural Policy when

- developing and adopting its Educational Project
- approving its Success Plan
- approving the school board's organization, of cultural, social, sports, scientific or community services on school or centre premises.

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