



# PARK WEST SCHOOL DIVISION

*Learners Today, Leaders Tomorrow*

**Diversity** – To value and embrace the diversity among our students, staff, and community members to create an inclusive learning environment that values diversity and social justice

Goals/Objectives	Strategies	Responsible Parties	Required Resources	Indicators of Success	Time Frame
Create a climate of tolerance, acceptance, and respect for all within our schools and communities	Develop an understanding and appreciation of human diversity, individual rights, and social justice	Divisional admin Board of Trustees School staffs Students	Curricular materials	Students demonstrate and awareness and appreciation of diversity	
	Promote and celebrate student diversity to strengthen sense of community		N/A	Student diversity is acknowledged and celebrated	
	Improve multicultural awareness for all students		Curricular materials	Increase cultural awareness by students	
	Increase cultural competency of all teachers, administrators, and staff		Curricular materials PD sessions	Staff cultural awareness	
	Use Manitoba Education's "Belonging, Learning and Growing" website to stimulate dialogue and critical thinking through the sharing of reflections and experiences related to diversity and equity education		MB Education website	Increased dialogue and reflection on diversity and equity education	
Ensure that policies, procedures, physical environments, and structures are supportive of the diversity of our students and staff		Budgets to support infrastructure requirements	Policies, procedures, and infrastructures reflect diversity		



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<p>Create an inclusive learning environment that advocates for social justice</p>	<p>Build awareness of social justice and sustainable development enabling students to become responsible, active citizens of their community, their country, and the world</p>	<p>Divisional admin Board of Trustees School staffs Students Community</p>	<p>Curricular materials PD sessions Volunteer opportunities</p>	<p>Students learn important life skills and become educated about how they can make a difference in the world through compassion, dedication and philanthropy</p>	
<p>Emphasize staff understanding and appreciation of diversity and social justice</p>	<p>Recruit and retain highly qualified staff who reflect the diversity of our students and communities, and who have the knowledge, skills, and abilities to work effectively with students from diverse backgrounds</p> <p>Develop an understanding and appreciation of human diversity, individual rights, and social justice</p> <p>Provide opportunities for staff training and professional learning that increases their capacity to teach and support students on issues regarding human diversity, including areas of sexual orientation and gender identity One priority area of focus would be training and education related to LGBTQ issues</p>	<p>Divisional admin School staffs PD presenters</p>	<p>N/A</p> <p>Curricular materials PD on diversity</p> <p>Curricular materials PD on diversity</p>	<p>Evidence of equitable hiring</p> <p>Teachers demonstrate and awareness and appreciation of diversity</p> <p>Instruction reflects focus on diversity</p> <p>Students embrace diversity by celebrating differences and identifying and addressing intolerance</p>	