

Anti-racism statement

Belief Statement

As a school whose guiding principles are based upon Christian values of equality, mutual respect and understanding, and whose mission is to help ensure that future generations are prepared to live meaningful lives with integrity, dignity and the ability to work together for a better world, we acknowledge that painful racial inequities and injustices exist and persist in our school.

We believe that working for a better society includes taking action to ensure that all persons are treated with human dignity and have equitable access to opportunity, safety, and education.

Action

In recognition of this, we commit to examining ourselves and striving to be anti-racist. We commit to being allies in co-creating a culture in which differences and commonalities are honoured and celebrated. We will strive to create a community in which every person feels seen, heard, and supported.

Anti-racism is the practice of identifying, challenging, and changing the values, structures and behaviours that perpetuate systemic racism. We recognize that committing ourselves to anti-racist work means first acknowledging that we have a lot to learn and that we are bound to each other by a common humanity irrespective of superficial differences.

We realize that our learning must be active and ongoing. Anti-racist work must not be the focus of one unit of study, one grade level, or one school year. It is work that must be sustained, revisited, and revised as we continue to learn more about how to be more inclusive and equitable in our approach to education and, by extension, our school policies.

To this end, we will continue seeking, and participating in, professional development focused on what it means to be anti-racist educators. As learners, we know that we must first take time to listen and hear the concerns of people who have often been silenced and marginalized. We need to seek out the voices and varied viewpoints of all persons so that we can create a school environment in which we are inclusive of all person's perspectives.

As a school we further commit to:

1. Identifying and deconstructing areas in culture, curriculum, worship, school traditions, symbolism, places of privilege, programming and communications that have contributed to the systemic racism within our school.
2. Diversifying the racial composition of all school leadership.
3. Creating initiatives and programmes that empower.
4. Creating safe spaces for our pupils to process and respond to racial and discriminatory experiences.



5. Aligning our policies and procedures, communications, and marketing strategies to ensure inclusivity and best practice.
6. Building awareness, encouraging self-interrogation and introspection.
7. Improving and expanding support structures.
8. Creating an environment of grace and humility.

In the words of the great, late former President of the Republic of South Africa, Mr. Nelson Mandela, “No-one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”