



# SUMMARY

## Justice & Equity Action Plan

The Delta School District's Justice and Equity Action Plan aims to make schools feel safe, welcoming and supportive for all students. It focuses on eliminating unfair treatment such as racism, misogyny, sexism, ableism, and other forms of discrimination and oppression. The district understands that schools have played a part in inequality and is working to make important changes so every student can succeed.

The Plan has goals in eight main areas and will be checked regularly to make sure it meets the needs of students, staff, and the community. The main goal is to change the system so that everyone can thrive.

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### **Acknowledgement of Territory**

Delta is located on the traditional and ancestral territory of the Tsawwassen First Nation, Musqueam Indian Band, and other hən̓q̓əmi̓n̓əm speaking people who have been connected to this land since time immemorial. The Justice and Equity Action Plan starts with goals to help us move forward with Truth and Reconciliation.

# Goal Summaries

## Truth and Reconciliation

The district is committed to sharing the true story of Indigenous Peoples in Canada, including the harmful and ongoing impact of residential schools. Through education and building relationships with Indigenous Rights holders, schools will honour and celebrate Indigenous knowledge. Teachers will include these perspectives in their lessons, and staff will receive training to build empathy and understanding. Together, we can promote healing and respect across all communities.

## School and Community Relations

Our district is stronger when we work together. Families and community partners will help promote justice and equity. The district will share updates and ask for feedback to keep everyone involved. Schools will celebrate our diverse community through events and meaningful collaborations.

## Conduct

Respect is the foundation of our schools. Everyone should feel safe and valued. The district will make sure that codes of conduct promote fairness and inclusion. Staff will address acts of hate or exclusion quickly and compassionately. By standing up for one another, we will create a culture of kindness and responsibility.

## Resources

What students learn and the tools they use are important. The district will choose resources that reflect the voices, histories, and experiences of people from all backgrounds. By focusing on equity and fairness, schools will have access to high-quality, inclusive materials that help students succeed.

## Student Leadership

Students are key to making change! Every student will have the chance to lead efforts for justice and equity in their schools. We will listen to voices from groups that are often left out. By celebrating differences and working together, students can take on leadership opportunities that match their unique identities and interests.

## Learning

Learning about justice and equity is for everyone! Staff will keep improving their skills and knowledge to see and fix biases in their own work and the education system. Students will learn about human rights; parents and community members will be invited to learn too. Together, we'll create a district based on awareness, empathy, and action.

## Employment

Diversity makes us stronger. The district will use fair and inclusive hiring practices to build a team that reflects the diverse communities we serve. Staff will receive support and training to reduce bias and create welcoming workplaces. Wellness programs will help all staff feel valued and supported.

## Environment

Schools and district sites should feel comfortable for everyone. The district will make sure spaces are safe, welcoming, and accessible. We will have gender-neutral washrooms, inclusive playgrounds, and fair accommodations for religious practices or disabilities. This will help everyone feel like they belong.