

Chapter 4 Human Resources Management

4.4 Diversity, Equity, and Inclusion Policy

Policy Statement

APSEA's commitment to diversity, equity, and inclusion (DEI) is reflected in how we think, act, and be. As a team, we are fully committed to the following practices and beliefs within our team, supporting children, youth, families, school teams and community partners.

APSEA is committed to diversity and will ensure that this commitment is reflected in its employment practices, inclusive workplaces, and programs and services provided to learners within APSEA.

The Provincial Human Rights Acts prohibit discrimination on the basis of the protected characteristics set out in the Acts. APSEA's policy goes beyond the parameters of legislation by prohibiting other types of behavior that are not in line with our DEI values.

Definitions

Accessibility - The degree to which persons with disabilities can access a device, service, or environment without barriers (physical, attitudinal, technological, systemic). Providing people with disabilities the same opportunities to participate as fully, equitably, and independently as people without disabilities.

Collegiality - Collegiality is evidenced when we are congenial and work cooperatively to achieve a common purpose. A spirit of collegiality allows for a diversity of views and perspectives expressed within a climate of respect.

Discrimination - Discrimination as defined under the Provincial Human Rights Acts.

Diversity - Differences in race, colour, place of origin, language, religion, immigrant and newcomer status, ethnic origin, ability, class, sex, sexual orientation, gender identity, gender expression, and age.

Equity - Fair treatment of people by acknowledging and making provision for their differences in a process that is free of systemic barriers.

Harassment - Derogatory (e.g., condescending, insulting, belittling) or vexatious (e.g., aggressive, angry antagonistic) conduct or comments that are known or ought reasonably to be known to be offensive or unwelcome and includes actions or comments that are directed at no person in particular, but that create an intimidating, demeaning, or offensive work environment.

Inclusion- The practice of ensuring that all individuals are valued and respected for their unique contributions and are equally supported in their work.

Intersectionality - The interconnected nature of identities as they apply to a given individual or group, which create overlapping and interdependent systems of oppression and privilege.

Provincial Human Rights Acts - Includes the New Brunswick Human Rights Act, the Nova Scotia Human Rights Act, the Nova Scotia Dismantling Racism and Hate Act, the Newfoundland and Labrador Human Rights Act and the Prince Edward Island Human Rights Act.

Underrepresented - Individuals or groups with insufficient or inadequate representation in various aspects of life, often determined when compared to their proportional representation in Canadian society or Labour Market Availability per Statistics Canada demographic data.

Policy Objectives

This policy seeks to provide a guide which can be applied to other APSEA policies, procedures, services, and initiatives.

This policy seeks to convey APSEA's commitment to:

- the principles of diversity, equality, and human dignity.
- the values of fairness, equitable treatment, inclusiveness, respect, collegiality, integrity, honesty, and ethical behavior.
- the importance of a sense of belonging.
- diversity as one of the foundations of excellence in teaching and learning, engagement, research, and discovery.

APSEA exemplifies its commitment to this policy through its mission, vision, and values.

Application

This policy applies to all part-time, full-time, and casual employees of APSEA. The policy also applies to those who undertake work for APSEA while under contract.

Policy Directives

All APSEA employees share the responsibility for creating a supportive and inclusive environment.

APSEA is accountable to:

- foster a culture that embraces diversity, equity, inclusion, and belonging.
- acknowledge and address the biases, underlying beliefs, values, assumptions, and stereotypes that inhibit opportunity in work and learning environments.
- welcome, embrace, and foster positive, informed, and inclusive attitudes towards each other.
- provide environments that are inclusive of all individuals, and therefore free of discrimination and harassment.
- ensure the inclusion of perspectives and information shared by underrepresented groups in the work of the organization.

Accountability

APSEA employees are responsible to understand and follow all APSEA policies, procedures and guidelines related to DEI, both directly and indirectly.

Diversity, Equity, and Inclusion are among APSEA's guiding principles. Moreover, diversity within APSEA is a strength that must be cultivated. It is the responsibility of every APSEA employee to foster a culture that embraces and promotes diversity. All APSEA employees are expected to understand DEI and are responsible for the implementation of such within their scope of influence and authority. This includes engaging in ongoing learning opportunities.

Behaviours that go against the DEI policy affect the workplace and the well-being of individuals and will not be tolerated. Whether the source of the offensive behaviour comes from within APSEA or outside, any allegation of behaviours against this policy will be taken seriously and dealt with promptly.

Monitoring

- The Superintendent of APSEA or their designate will review this policy annually.

References

- [Nova Scotia Human Rights Act](#)
- [Nova Scotia Dismantling Racism and Hate Act](#)
- [New Brunswick Human Rights Act](#)
- [Newfoundland and Labrador Human Rights Act](#)
- [Prince Edward Island Human Rights Act](#)

- [Respectful Workplace Policy](#)
- [Fair Hiring Policy](#)

This is an organizational policy designed to supplement other APSEA policies and is not intended to replace or preclude them. If a situation occurs where there is a conflict between application of this policy and any other APSEA policy, the policy most specific to the situation will apply.

Approval Dates

Approved: January 2024
Reviewed/Revised: