

**Policy Statement:** The Western School District values diversity and inclusion in the workplace. The School District shall promote the principles of employment equity and provide equal opportunity for all persons seeking employment or advancement within the Western School District. The district shall strive to provide workplaces free of discrimination and systemic barriers to equitable employment.

### 1. Application

All Western School District staff is responsible for the application of this policy, with heightened application for those with authority to make or influence employment decisions.

### 2. Rationale

Employers and employees benefit from a fair and equitable workplace and a diverse workforce. Employers should strive to achieve equity and diversity through inclusion in the workplace. Diversity based on representation reflective of the population may provide more potential for problem-solving and improved service, and may lead to improved outcomes and strengthened systems. Fairness and equity for all groups is also consistent with the values of the Western School District, and models the district's commitment to equity for all students.

### 3. Definitions

**Discrimination** – A conscious or unconscious bias against designated group members that negatively affect their representation or inclusion in the workplace.

**Diversity** – Recognition of different individual and cultural characteristics that make people distinct from one another.

**Equity** – Fair and just treatment of people by acknowledging and making provision for their differences by removal of controllable systemic barriers.

**Inclusion** – Applying principles of fairness and equity to create a workplace environment that values and respects diversity and promotes a sense of belonging.

### 4. Procedures

4.1 The Western School District shall ensure principles of equity and diversity are applied to recruitment, retention, and advancement planning and processes.

4.2 The Western School District shall ensure district and school operational policies comply with this policy.

4.3 The leadership team and all District staff shall promote diversity and equity in the workplace.

Approved: March 7, 2011	Review Date: March 2014	Updated:
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