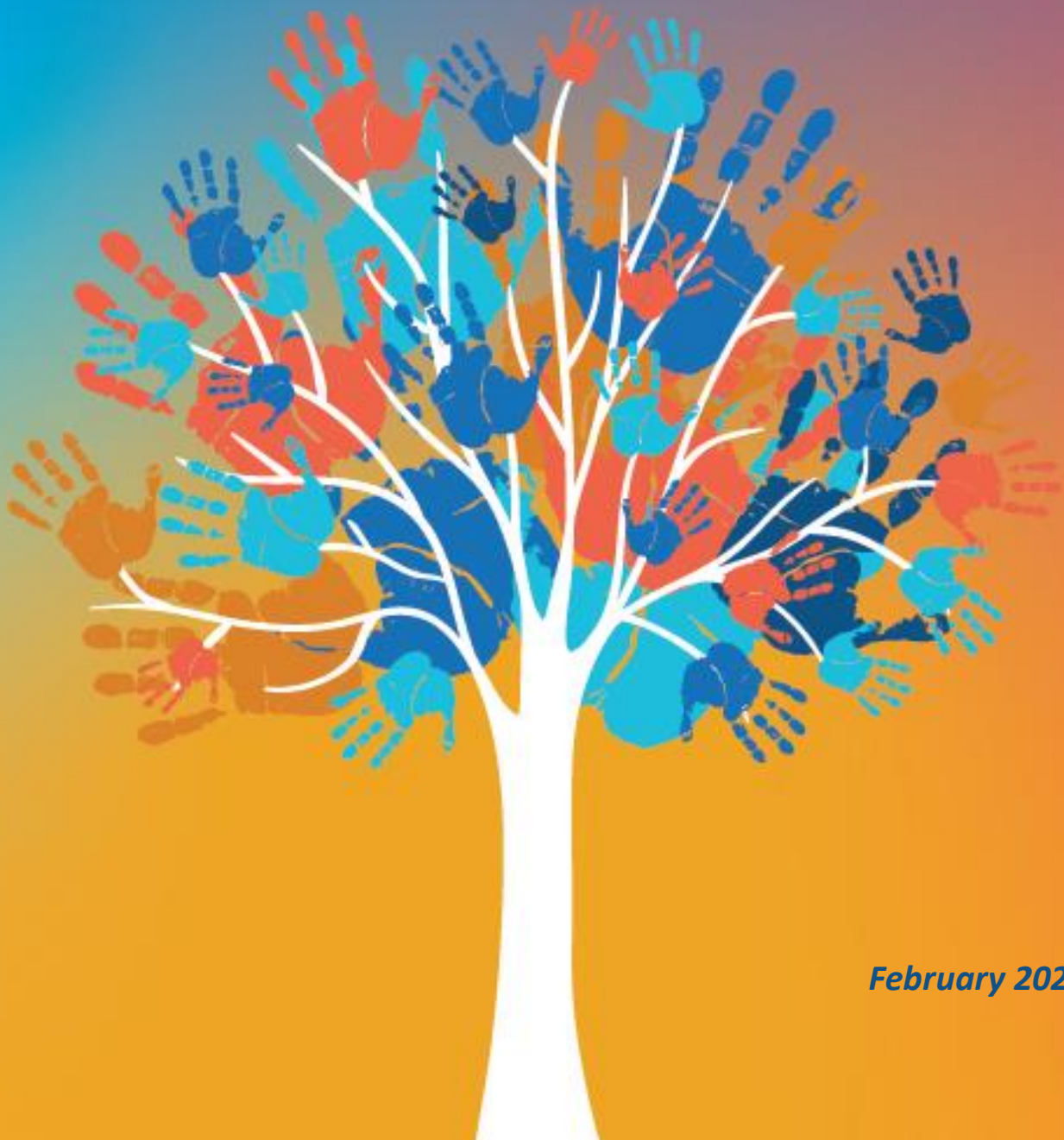


**OUR VSB**

**EQUITY and  
ANTI-OPPRESSION  
FRAMEWORK**



*February 2025*

*With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaʔ (Tseil-Waututh Nation).*

## OVERVIEW

The Vancouver School District, also known as the Vancouver School Board (VSB), is among the most diverse public-school systems in Canada. It has an annual enrolment of approximately 50,000 students in kindergarten to Grade 12 and supports 7,700 staff members.

The authors of this document acknowledge and thank the numerous staff, students and community members who have worked tirelessly to bring equality, respect and inclusion to Vancouver Schools for many decades. At the time of writing, VSB is working through a five-year district plan led by [Education Plan 2026](#). The Equity and Anti-Oppression Framework is building on goals outlined in Education Plan 2026 and work done by VSB's Indigenous Education and District Learning Services departments.

Equity and anti-oppression work is a shared responsibility of the entire organization. The framework outlined below guides the Equity and Anti-Oppression Department (EAO) and looks to make meaningful connections with all departments and schools in advancing equity and inclusion. A variety of actions contained in the framework have already been initiated and continue to require greater support, depth and collaboration.

### **Equity & Anti-Oppression Framework:**

- Established on [evidence-based and foundational principles](#) from the United Nations Declaration on Rights of Indigenous Peoples (UNDRIP), B.C.'s Declaration on Rights of Indigenous Peoples Act, the B.C. Human Rights Code, the B.C. K-12 Anti-Racism Action Plan, the B.C. Anti-Racism Data Act and ARC Foundation's SOGI 123.
- Provides [guiding principles and practices](#) for addressing various forms of racism, homophobia, and transphobia. This includes interpersonal, internalized, systemic and structural discrimination. It also promotes and instills equity and anti-oppression principles and foundations in schools and VSB sites.
- Demonstrates [a commitment by the Board of Education, leadership and all staff](#) to strengthen learning and working environments, as well as support diversity, equity, inclusion and belonging in all schools and district sites. This commitment follows the District's Education Plan, and particularly its Equity Statement.

## CONTEXT

The Equity and Anti-Oppression Framework is rooted in the District's Education Plan and Equity Statement and works to support the Equity and Anti-Oppression Strategic Plan.

### VSB Education Plan 2026

1. The Vancouver School Board will improve student achievement, physical and mental well-being, and belonging by...

Encouraging students to reach beyond previous boundaries in knowledge and experience.

Improving school environments to ensure they are safe, caring, welcoming and inclusive places for students and families.

2. **The VSB will increase equity by...**

Eliminating racism and discrimination in all forms.

3. **The VSB will continue its reconciliation journey with First Nations, Métis, and Inuit by...**

Increasing knowledge, awareness, appreciation of, and respect for Indigenous histories, traditions, cultures and contributions.

Aligning its policies and practices in a manner consistent with the UNDRIP and calls to action of the Truth and Reconciliation Commission.

Engaging and gathering with x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), S<sub>k</sub>wxwú7mesh Úxwumixw (Squamish Nation) & səlilwətał (Tsleil-Waututh Nation).

### VSB's Equity Statement

The Vancouver School Board is located on the unceded, traditional lands of the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), S<sub>k</sub>wxwú7mesh Úxwumixw (Squamish Nation) & səlilwətał (Tsleil-Waututh Nation). It respects and supports Indigenous ways of knowing and learning.

The VSB will create an equitable learning environment where every child can experience a deep sense of belonging and is free to pursue pathways of learning in ways that are authentic to themselves.

#### The VSB will achieve this by:

- Students seeing themselves and their communities in the curriculum and in the staff throughout the District.
- Making informed decisions and engaging in open communication with rightsholders and stakeholders.
- Actively fighting systems of oppression through relationship building, ongoing communication and transparency.

## Equity and Anti-Oppression Strategic Plan

- **Truth and Reconciliation**

The Vancouver School Board commits to Indigenous ways of knowing, learning and the truth telling process. This includes listening, respecting, and honouring the stories to support reconciliation. As well as collaboration with Indigenous communities to maintain accountability and to inform policy and decisions.

- **Expression of Identity, Sense of Belonging**

VSB will ensure all places and spaces are safe, inclusive, and culturally responsive to foster empathy and respect for all expressions of identity to create a sense of belonging within the school district.

- **Anti-Racism and Non-Discrimination**

VSB will collectively dismantle systemic racism and discrimination in all forms by intentionally involving equity-deserving groups/people in policy and decision-making processes, including members of Black and Indigenous communities.

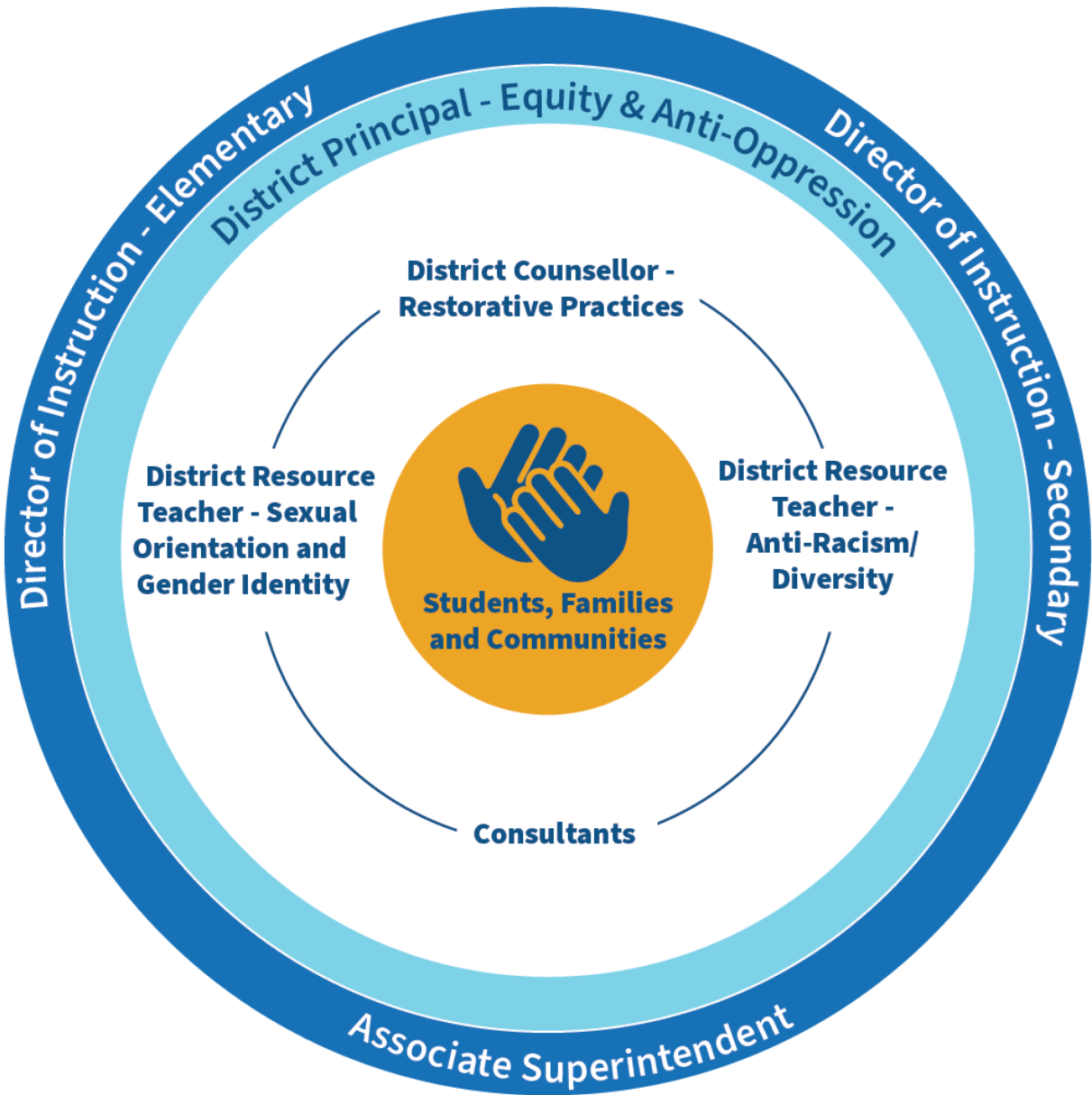
2019	<b>March</b>	Vancouver School Board of Trustees commits to developing procedures, programs and services that promote and support the principles of anti-racism and non-discrimination education
	<b>December</b>	Board of Trustees directs the District to create a strategic plan that addresses racism and non-discrimination
2020	<b>October</b>	Board of Trustees directs the District to create one non-instructional mandatory training day for anti-racism and non-discrimination
	<b>December</b>	Policy 21 (Anti-Racism and Non-Discrimination) updated and adopted by the District
2021	<b>June</b>	District and public engagement to inform the development of a District Strategic Plan to address racism and discrimination
	<b>September</b>	District begins mandatory anti-racism training for all employees
	<b>December</b>	<p><i>Stronger Together: Anti-Racism and Non-Discrimination Engagement 2021 - What We Heard Report</i> presented to VSB Policy and Governance Committee</p> <p>Anti-Racism and Non-Discrimination Advisory Committee established to formulate goals for the Anti-Racism and Non-Discrimination Strategic Plan</p>

2022 **June**  
Board of Trustees approves goals for the Anti-Racism and Non-Discrimination Strategic Plan

**September**  
Equity, Anti-Racism and Non-Discrimination (EARND) Working Group formed to activate goals in the Anti-Racism and Non-Discrimination Strategic Plan

2023 **September**  
Equity, Anti-Racism and Non-Discrimination (EARND) changed to Equity and Anti-Oppression (EAO)

# DISTRICT SUPPORT



## GUIDING PRINCIPLES

VSB’s Equity & Anti-Oppression Framework is guided by the need to collectively strengthen and create environments that are **culturally responsive**, **honour diversity** and **ensure belonging** for everyone.

These environments will include:

- Exposure to more **varied viewpoints** and positions
- Enhanced **cognitive complexity**
- Increased **cultural awareness, knowledge and understanding**

- Acknowledgement and understanding of **intersectionality**
- **Diminished stereotypes**
- Enhanced ability to **adapt successfully** to change
- Development of **collective values** and **ethical standards** through **humble reflection**

As part of the Learning and Instruction team, interactions will include:

- **Student-centred practices** with decisions based on what is best for students.
- **Anti-oppression practices** that are embedded in all parts of a school day, not as a separate lesson or theme.
- **Inquiry-based learning** that replaces judgment with curiosity to understand anti-oppressive structures and their impact on relationships and learning.
- **Accountable spaces** where everyone gives and takes space justly so everyone can see themselves in the journey to become anti-racist and SOGI-inclusive.
- **Action-oriented work** so that we learn through the process of doing and mistakes are met with continued support to try again.

## SCOPE OF WORK

The Equity & Anti-Oppression team works holistically to achieve the goals outlined in the Equity and Anti-Racism Strategic Plan. The responsibilities of each team member vary for the work below and the department works together to meet needs in schools and throughout the District as they arise.

- Professional development
- Resources, support and leadership for learning and instruction
- Opportunities for collaboration, co-planning, co-teaching and formative assessment
- Consultation and services for student and family support
- Writing, supporting, and implementing Board policies, administrative procedures and guidelines
- Consultation and collaboration with various VSB departments to dismantle structural and systemic discriminatory practices
- Support the work of the Diversity Advisory Committee and Equity and Anti-Oppression Working Group

Educational Practice and Considerations:

- **Responding to discrimination:** In addition to the timely and appropriate responses outlined in AP 170 Appendix A, VSB embraces a holistic approach to resolving instances of discrimination. Recognizing the uniqueness of each incident, individual, and situation, three key considerations are consistently prioritized: the person or group harmed, the person or group causing harm and the community. Staff develop action plans tailored to the needs of all three parties, with a primary focus on the person or group harmed. School and district administrators are tasked with documenting and communicating around incidents.

- **Inclusive and culturally responsive instruction:** Inclusive instructional pedagogy ensures that all VSB students see themselves reflected in the curriculum and progress in their learning journey throughout their school years. Educators share the responsibility of designing and implementing learning experiences that recognize and honor students' histories, cultures, identities, abilities and other learning needs. Educators model cultural humility, engage in collaborative inquiry, and reflect on their positionality and practices while delivering the BC Curriculum.

## RESOURCES AND SUPPORT

[VSB Equity and Anti-Oppression \(EAO\)](#)

[VSB Conflict Resolution Procedure](#)

**VSB Policy and Procedures:**

[Policy 17 Sexual Orientation, Gender Identity and Gender Expression](#)

[Policy 21 Anti-Racism and Non-Discrimination](#)

[Administrative Procedure 170 Anti-Racism and Non-Discrimination](#)

[AP 170 Appendix A Anti-Racism and Non-Discrimination Response Plan for Administrators](#)

[Administrative Procedure 171 Racial, Ethno-Cultural and/or Religious Harassment](#)

[Administrative Procedure 172 District Respectful Workplace](#)

[Administrative Procedure 174 Sexual Orientation, Gender Identity and Gender Expression](#)