



Involves the broad community.  
Builds on and enhances previous and existing initiatives.  
Is demonstrated throughout the system.

Key to achieving this commitment is the ongoing collection, analysis and reporting of data from multiple sources to align resources that support schools; identify and eliminate systemic barriers to student success; create more equitable and inclusive school environments; and improve student achievement, socio-emotional development, and well-being.

## NOTES

The *Ontario Human Rights Code* identifies the following prohibited discrimination grounds in alphabetical order: age, ancestry, citizenship, colour, creed, disability, ethnic origin, family status, gender expression, gender identity, marital status, place of origin, race, sex, and sexual orientation. Every person has the right to equal treatment with respect to services without discrimination based on a prohibited ground. The GECDSB recognizes that individuals may experience discrimination and harassment based on the intersection of more than one ground of discrimination which is called intersectionality.

## DEFINITIONS

### DIVERSITY

The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status. (Realizing the Promise of Diversity: Ontario's Equity and Inclusive Education Strategy, 2009)

### DISCRIMINATION

Discrimination is unfair or prejudicial treatment of individuals or groups on the basis of grounds set out in the *Ontario Human Rights Code*, or on the basis of other similar elements such as:

- 1) Not individually assessing the unique merits, capacities, and circumstances of a person.
- 2) Instead making stereotypical assumption based on a person's presumed traits.
- 3) Having the impact of excluding persons, denying benefits, or imposing burdens.

### EQUITY

A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences. (Realizing the Promise of Diversity: Ontario's Equity and Inclusive Education Strategy, 2009)

### HARASSMENT

Harassment is defined in subsection 10(1) of the *Ontario Human Rights Code* as "engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome".

