

POLICY

Policy No. A-82

ANTI-RACIAL DISCRIMINATION AND ANTI-RACISM POLICY

PREAMBLE

The Columbia Shuswap Regional District ("CSRD") recognizes the diversity of our community and believes that all members of our community including, but not limited to, residents, elected officials, employees, volunteers and visitors of colour and Indigenous Peoples have the right to live, work, do business and play in an environment that asserts and supports their fundamental rights, personal worth and human dignity.

PURPOSE

This Policy is intended to demonstrate the CSRD's commitment to conducting the day-to-day operations and governance in an anti-discriminatory and anti-racist manner and environment. The implementation of this Policy is a public commitment that the CSRD will continue to make best efforts to ensure that all who work and interact with the CSRD are able to do so in an environment and manner free of racism and racial discrimination.

PRINCIPLES

The CSRD:

- acknowledges and recognizes the existence in our community of racism in all its forms;
- is committed to breaking down barriers, deconstructing biases and fostering and promoting an inclusive, respectful, and welcoming environment for all, one that is free from racial discrimination and racism; and,
- acknowledges its role and responsibility in protecting every person's right to be free from racial discrimination and racism.

The CSRD is further committed to respecting and upholding the vision and principles of British Columbia's *Human Rights Code* and the implementation of the Calls to Action of the Truth and Reconciliation Commission.

SCOPE

This Policy applies to all employees, elected officials, contractors, volunteers, and students working or volunteering for the CSRD or providing professional services to it.

This Policy applies to the interpretation and application of current and new bylaws, regulations, policies, procedures, contracts, procurements, and activities carried out by the CSRD, all of which will be required to be compliant with the principles and particular requirements specified within this Policy.

The scope of this Policy includes all aspects of the CSRD's activities, including its working environment, procurement, services, meetings, and various public events. In addition, this scope will include ongoing relationships with individuals, businesses, community groups and contractors as well as with other local governments and public and private bodies.

This policy is intended to supplement and support British Columbia's *Human Rights Code* and related CSRD policies such as the Respectful Workplace Policy A-64 and Bullying and Harassment Policy A-66.

ROLES AND RESPONSIBILITIES

Board Members must:

- Take leadership to model inclusive behaviour and language and not participate in racist or racially discriminatory conduct;
- Support, promote and foster the principles of this Policy in all their work and interactions;
- Participate in training and become familiar with this Policy;
- Ensure that Management is trained on this Policy and is implementing it;
- Report incidents of racial discrimination or racism experienced or witnessed, immediately to in accordance with Complaint Resolution Policy A-65;

Management must:

- Ensure that the workplace and the business of the CSRD is free from racial discrimination and racism in accordance with Respectful Workplace Policy A-64, and ensure the principles of this Policy are reflected in the execution of their duties, operational policies, and practices within their area of responsibility;
- Model inclusive behaviour and language and not participate in racist or racially discriminatory conduct;
- Support, promote and foster the principles of this Policy in all their work and interactions;
- Ensure Board members receive training on this Policy at the beginning of each term of office and provide refresher training, if necessary.
- Train all new employees, volunteers, students, and contractors on this Policy at the commencement of their employment or services and provide refresher training, if necessary.
- Report incidents of racial discrimination or racism experienced or witnessed, immediately to the CAO (or their Deputy or designate);
- Listen to any complaint, treating it sensitively, seriously, and confidentially;
- When appropriate and required, provide a timely, thorough, confidential, and objective investigation of any allegation and answer any complaints in accordance with this Policy;
- If necessary or appropriate, appoint an independent third-party investigator to investigate allegations or complaints when required under the Complaint Resolution Policy A-65;
- Subject to procedures referred to in Complaint Resolution Policy A-65, review the findings and recommendations and determine, in consultation with Human Resources, Management, legal counsel and/or Board, as applicable, the outcome and the

appropriate action to be taken, which may include education, training or disciplinary action, dependent upon the results;

- Maintain the confidentiality of all involved in a complaint under this Policy;
- Cooperate and participate in good faith in any investigation under this Policy; and
- Ensure this Policy is reviewed every 2 years for effectiveness.

Employees, Volunteers, Students, and Contractors must:

- Not engage in racial discrimination or racism and conduct oneself and speak in an inclusive manner;
- Report incidents of racial discrimination or racism experienced or witnessed, immediately in accordance with Complaint Resolution Policy A-65;
- Maintain the confidentiality of all involved in a complaint under this Policy; and,
- Cooperate and participate in good faith in any investigation under this Policy.

CUPE 1908 must:

- Be encouraged to take an active role as partners in supporting, promoting, and fostering the principles of this Policy in all their work and interactions with their members, Management and Board.

Complainants have a right to:

- Make a complaint and receive a copy of the complaint;
- Be informed of the status and progress of the investigation;
- Be informed of a summary of the results of the investigation in writing including a summary of corrective action that has or will be taken as a result of the investigation;
- Not be subject to retaliation; and,
- Withdraw a complaint at any time during the procedure; however, depending upon the nature and severity of the allegations, the CAO (or Deputy or designate) may determine that an investigation is required, and the process will continue despite the withdrawal.

Respondents have a right to:

- Be informed that a complaint has been filed;
- Be informed of the status and progress of the investigation;
- Have the allegations provided to any independent investigator;
- Be informed of the allegations against them and be provided an opportunity to respond; and,
- Be informed of a summary of the results of the investigation in writing.

Bystanders have:

- The right to not be subject to retaliation because they have participated as a witness; and,
- A responsibility to meet with the investigator and to cooperate in good faith with all those responsible for the investigation of the complaint.

COMPLAINT PROCESS:

All members of the Board of Directors, management, employees, volunteers, students, and contractors of the CSRD have a responsibility to treat all complaints under this Policy

seriously and to investigate all complaints of racism and racial discrimination pursuant to the complaint procedure set out in the CSRD's Complaint Resolution Policy A-65.

REMEDIES:

Any individual covered by this Policy, who is found to have engaged in, or known about and took no action to report or stop racial discrimination or racist behaviour contrary to this Policy may be subject to appropriate action depending up on the severity of the misconduct as outlined in the Complaint Resolution Policy A-65.

LIMITATIONS:

This Policy articulates the position of the CSRD and demonstrates its support and commitment to an environment that is free of racial discrimination and racism. It is not intended to supersede or supplant the other processes available to individuals or groups wishing to pursue avenues of formal complaint or redress under other CSRD policies.

Appendix A

DEFINITIONS¹

Barrier – An overt or covert obstacle which must be overcome for equality and progress to be possible.

Bias – A subjective opinion, preference, prejudice, or inclination, often formed without reasonable justification, which influences the ability of an individual or group to evaluate a particular situation objectively or accurately.

Cultural Racism - The full adoption by an individual or group of the culture, values, and patterns of a different social, religious, linguistic, or national ethos, resulting in the diminution or elimination of attitudinal and behavioural characteristics of the original individual or group. Can be voluntary or forced.

Discrimination - Means the differential treatment of an individual or group, on the basis of prejudice, stereotypes or the Prohibited Grounds of Discrimination set out in provincial human rights legislation. Discrimination may be intentional or unintentional, conscious, or unconscious. Discrimination can result in one individual or group having an advantage over another and can cause an individual or group to be excluded from activities which they ought to have the right to be included in.

Diversity - A term used to encompass the acceptance and respect of various dimensions including race, gender, sexual orientation, ethnicity, socio-economic status, religious beliefs, age, physical abilities, political beliefs, or other ideologies.

Environmental Racism - A systemic form of racism in which toxic wastes and dangerous and toxic facilities are located into or near marginalized communities, such as People of Colour, Indigenous Peoples, working class, and poor communities, often causing chronic illness and change in their lifestyle due to pollution of lands, air, and waterways.

Inclusive Language / Inclusion - The deliberate selection of vocabulary that avoids explicit or implicit exclusion of particular groups and that avoids the use of false generic terms, usually with reference to gender. Making diverse members of society or an organization feel valued and respected.

Indigenous Peoples – Means the communities, peoples, and nations that have a historical continuity with pre-invasion, pre-settler, or pre-colonial societies that developed on their territories, as distinct from the other societies now prevailing on those territories (or parts of them). The original inhabitants of Canada who lived here for millennia before explorers arrived from Europe.

Individual Racism - Racist assumptions, beliefs and behaviours that stem from conscious and unconscious personal prejudice.

¹ The Canadian Race Relations Foundation maintains a glossary with definitions of key concepts relevant to race relations, the promotion of Canadian identity, belonging and the mutuality of citizenship rights and responsibilities. <https://www.crrf-fcrr.ca/en/resources/glossary-a-terms-en-gb-1>

Institutional Racism (Systemic Discrimination) - The institutionalization of discrimination through policies and practices which may appear neutral on the surface, but which have an exclusionary impact on particular groups. This occurs in institutions and organizations, including government, where the policies, practices, and procedures (e.g. employment systems – job requirements, hiring practices, promotion procedures, etc.) exclude and/or act as barriers to racialized groups.

People of Colour - Non-White racial or ethnic groups; generally used by racialized peoples as an alternative to the term “visible minority.” The word is not used to refer to Indigenous peoples, as they are considered distinct societies under the Canadian Constitution. When including Indigenous peoples, it is correct to say “people of colour and Indigenous peoples.”

Prohibited Grounds of Discrimination - Race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity, gender expression, age of a person or class of persons.

Racial Discrimination – Means any distinction, exclusion, restriction, or preference based on race, colour, descent, or national or ethnic origin, which nullifies or impairs the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

Racism - A belief that one group is superior to others performed through any individual action, or institutional practice which treats people differently because of their colour or ethnicity. This distinction is often used to justify discrimination. There are many types of racism: Institutional, Systemic, and Individual.

Acknowledgement

I ACKNOWLEDGE that I have received a copy of the Columbia Shuswap Regional District's (CSR D) Anti-Racial Discrimination and Anti-Racism Policy, that I have read and fully understand the rights, duties and procedures contained in it.

I UNDERSTAND that the CSR D may change, withdraw or add, rules, duties or practices described in the Anti-Racial Discrimination and Anti-Racism Policy from time to time in its sole discretion without prior notice to me, provided that the CSR D advises me within a reasonable period of time.

I ACKNOWLEDGE that I have had an opportunity to discuss the content of the Anti-Racial Discrimination and Anti-Racism Policy with my immediate supervisor, Human Resources representative or the CAO.

I AGREE to abide by the CSR D's Anti-Racial Discrimination and Anti-Racism Policy and I understand that such compliance is a condition of my duties, responsibilities and obligations. I also understand that non-adherence to the CSR D's Anti-Racial Discrimination and Anti-Racism Policy or other rules may result in disciplinary action up to and including termination of employment or the consideration of appropriate sanctions, which may include censure, removal from appointments, referral to police or legal action.

SIGNATURE OF INDIVIDUAL

PRINTED NAME

DATE