

Lord Aylmer School



DIVERSITY PLAN 2023-26

Updated Oct 2023



Lord Aylmer Elementary School

Samantha Halpin – Directrice/Principal (elle/she/her)

Hannah Patrick –Directrice Adjointe/ Vice Principal (elle/she/her)

Campus senior/Senior Campus

116 Frank Robinson Gatineau, QC J9H 4A6

T. 819 684-6801 F. 819 684-6501

Courriel/e-mail lordaylmersr@wqsb.qc.ca

Campus Junior/Junior Campus

130 Frank Robinson Gatineau, QC J9H 4A6

T. 819 684-4888 F. 819 684-2825

Courriel/e-mail lordaylmerjr@wqsb.qc.ca

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Diversity Mission Statement

Lord Aylmer Elementary School is committed to educating and promoting allyship, anti-racist practices, diversity, inclusion, justice, and equity within our everyday practices.

Diversity Vision

The staff, students, and community members of Lord Aylmer Elementary are committed to creating a culturally diverse environment. We will develop and support an environment that exhibits cultural awareness, attitudes, knowledge, and skills. We pledge to celebrate our diverse world and promote conversations and actions surrounding bettering our understanding of ourselves, our community, and others. The Lord Aylmer Elementary working group of the Diversity, Equity, Anti-Racist, Justice, Allyship, Inclusion (DEAJAI) Committee has developed an Action Plan that contains the following three pillars:

- Diverse, inclusive, supportive environment
- Diverse curriculum
- Community involvement

Action Plan

Pillar I: Diverse, Inclusive, Supportive Environment

Strategies:

If we ...

1. Proudly display appropriate representations of diverse communities
 - Black Lives Matter, 2SLGBTQIA+, Every Child Matters, neuro-divergent, physical impairments, various nationalities
2. Sustain an environment that is collegial and welcoming to all staff, students, and community members.
3. Provide safe spaces for students to voice their success, concerns and questions.

Then we will observe...

1. Flags, posters, student collaborative art installations displayed in hallways and classrooms
2. Students and staff respecting each others' differences
3. School clubs running during lunch hour (Pride Club, Black Student Alliance, Helping Hands, Spirit Club, and other DEAJAI related foci)

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Pillar II: Diverse Curriculum

Strategies:

If we ...

1. Provide staff and students with appropriate resources
2. Address diversity issues as they pertain to various classes
3. Organize events and workshops for students and faculty members that pertain to critical issues in diversity and inclusion.
4. Build on knowledge, tools, and confidence prior to engaging in conversations with students.

Then we will observe...

1. Classrooms, library, resource library filled with diverse, rich text.
2. Special guests invited to highlight and discuss DEAJAI
3. Monthly events organized by the Events Committee to celebrate and/or honour various holidays, religions, cultures (see monthly calendar below).
4. Teachers attending various PD Sessions to educate and be better prepare meaningful conversations with our students.

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Pillar III: Community Involvement

Strategies:

If we...

1. Broadly distribute information over media platforms
 - School website, Facebook page, community update (email)
2. Collaborate with organizations to promote DEAJAI
 - Home & School, local businesses

Then we will observe...

1. Media posts pertaining to current resources and activities being used within the school.
2. Prepare events and fundraisers targeted towards DEAJAI

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DEAJAI Awareness and Education Topics

This list is not exhaustive. The list is subject to change adaptation and modification based upon DEAJAI professional development.

Event(s)
<ul style="list-style-type: none">○ Rosh Hashanah○ Yom Kippur○ National Day for Truth and Reconciliation (September 30th)○ Latin American Heritage Month○ World Mental Health Day (October 10th)○ Remembrance Day (November 11th)○ Chanukah○ Diwali○ Christmas○ Martin Luther King Day (January 17th)○ Lincoln Alexander Day (January 21st)○ Black History Month○ Chinese New Year○ International Women's Day (March 8th)○ Ramadan○ Autism Month & World Autism Awareness Day (April 2nd)○ Easter○ Asian Heritage Month○ Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People (MMIWG) Awareness Day (May 5th)○ National Indigenous History Month○ National Indigenous Peoples Day (June 21st)

Conclusion

Lord Aylmer Elementary will continue to adapt our practices to create a culturally diverse environment. Our three leading pillars will guide our knowledge surrounding cultural awareness, attitudes, knowledge, and skills. We are committed to educating and promoting allyship, anti-racist practices, diversity, inclusion, justice, and equity within our everyday practices.

*This document is subject to change based upon the needs and assessment of Lord Aylmer's reality.

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