



Anti Bias Anti Racism Policy

05/14 Reviewed 04/16

The Whitney Child Centre attempts to address anti-racism proactively as an integral part of our curriculum and do much to avoid racial incidents between children. However, incidents may still occur and to prevent recurrence, it is important that they be dealt with immediately.

Due to the young age of many children at the Whitney Child Centre, the onus for reporting or responding to an incident will be on the adults, including the Supervisor, staff, parents, Board Members and any other adults involved in the program. Where possible, children who are involved in an incident are encouraged to report it to an adult. In all situations, parents are informed by the Centre if their child has been involved in a racial incident. In the case where a parent is aware that their child was involved in an incident, the parent must make a written or verbal report to the Supervisor and immediate action will be taken by the Supervisor to resolve the incident.

All follow up and response involving children must recognize the individual child's age and stage of their understanding, and should be handled in a manner intended to foster self-worth of all children involved.

Action to be taken to resolve a racial incident between or involving children:

At the outset, staff must try and resolve the matter by talking to the children and explaining why the behaviour is inappropriate. Some key elements of this process are:

1. The targeted child must immediately be publicly supported to acknowledge the hurt they have suffered. This will help the hurt child to re-establish self-esteem.
2. Both the offender and targeted child should be spoken to individually. The objective of speaking with the offender is to correct the behaviour, not to punish. The offender should be assisted in seeking appropriate ways to express themselves.
3. Incidents can be used as learning opportunities for all the children
4. Document incidents, indicating who was involved using first names only, and include as much detailed information as possible on how the incident was resolved.
5. Discuss the incident and its resolution with each child's parent, using it as an opportunity to orient them to the policy.
6. Staff should review the frequency of incidents, both within groups and with specific children, and set longer range plans if necessary.

If other children were present at the time and witnessed the incident, staff must try to resolve the matter by talking to these children and explaining why the behaviour is inappropriate.

Teaching children about the inappropriateness of this behaviour may involve group activities, group problem solving, program and curriculum development, or other preventative methods, which may include teaching positive interactions and conflict resolution skills.

Consequences given when children's behaviour towards children or adults is of a racial nature:

1. **First time occurrence** – Consequences must be based upon the children's level of development and experience, and must be handled in a way that allows for appropriate learning and attitudinal and behavioural changes to occur.
2. **Recurrence** – For recurring behaviour the Centre will follow the steps outlined in the Inclusion Access and Equity Policy and develop a behaviour management plan as outlined in that policy.

Consequences for when staff behaviour towards children is of a racial nature:

The Centre must treat these incidents in accordance with their overall policies on expectations and staff performance. In general, disciplinary measures with staff will be progressive in nature up to and including dismissal.

In an incident involving inappropriate staff behaviour towards children, it is critical that two aspects be recognized:

1. It is important that any targeted child witness to the racial incident be supported. Children need to be reassured that they are not at fault, and supported throughout the investigation process. If other children were present at the time of the incident and had witnessed the incident, staff will try to resolve the matter by talking to the children, and will help the children explore why the behaviour is inappropriate. Teaching the children about the inappropriateness of this behaviour may involve group activities, group problem solving, program and curriculum development and preventative methods, which may include teaching positive interactions and conflict resolution skills.
2. Staff alleged to be engaged in behaviour prohibited by program policies must be treated in a similar fashion to other allegations of inappropriate action. If the investigation supports the allegation of inappropriate behaviour, the Supervisor needs to interview the staff member and follow the appropriate labour practices. The behaviour may also be subject to legal sanctions covered under the Ontario Human rights Code.