

ESTABLISHING A

Local Diversity, Equity and Human Rights Committee



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The Alberta
Teachers' Association

DEHR =
DIVERSITY, EQUITY
AND HUMAN RIGHTS

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The ATA is committed to ensuring that Alberta schools and classrooms are safe, caring and inclusive for all students.

Message from the Executive Secretary

THE ALBERTA TEACHERS' ASSOCIATION is committed to ensuring that Alberta schools and classrooms are safe, caring and inclusive for all students. To this end, in 2000, the Association established the Diversity, Equity and Human Rights (DEHR) Committee and charged it with a broad mandate—to study, advise and make recommendations to Provincial Executive Council with respect to matters related to diversity, equity and human rights in Alberta's educational system. The committee took on such tasks as administering a grant program for worthy DEHR-related initiatives in schools; publishing an award-winning newsletter; holding conferences, seminars and workshops; creating valuable resources for teachers; and establishing ties with like-minded educational groups and associations across the country.

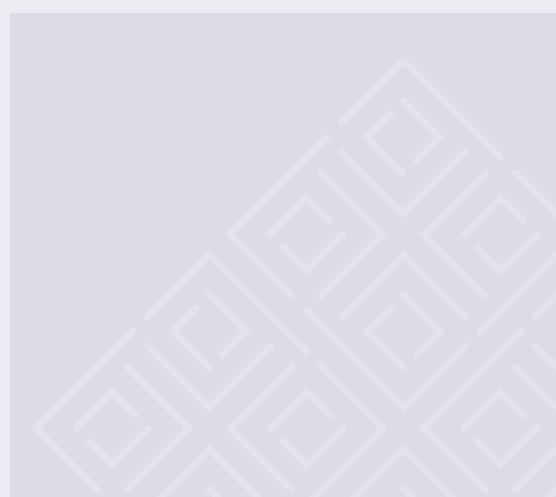
The committee also regularly made recommendations to the Annual Representative Assembly (ARA) to assist the Association in promoting diversity, equity and human rights in schools. Based on the positive progress made by the DEHR Committee at the provincial level, it was time to branch out, and in 2010, ARA passed a resolution to encourage each local association to establish a standing committee to support diversity, equity and human rights.

This booklet has been produced to aid local associations in carrying out this resolution and carrying forward the important work of the DEHR Committee.

It is the Association's hope that this resource will assist you in supporting and promoting the principles of diversity, equity and human rights in your schools.



Dennis Theobald,
ATA Executive Secretary



The ATA's Position on Diversity, Equity and Human Rights

The Alberta Teachers' Association is a leader in Canada with respect to enshrining rights of both students and teachers in its foundational documents.

In fact, the ATA was the first teachers' organization in Canada to include sexual minorities as a protected group. The Alberta Teachers' Association views diversity as an asset in school communities.

In 2003, the Association published a position paper on diversity, equity and human rights. This document delineates the Association's official positions on matters related to diversity, equity and human rights, with the hope that it will inform locals' efforts to form their own committees. This position paper can be found in the Alberta Teachers' Association *Members' Handbook*.

*We believe that all students, regardless of their linguistic and cultural background, should have an **equal opportunity** to achieve their educational potential.*

The position paper states that the Association

- believes that schools should be inclusive learning communities;
- opposes any injurious discrimination on the basis of race, religious beliefs, colour, gender, sexual orientation, gender identity, physical characteristics, disability, marital status, family status, age, ancestry, place of origin, place of residence, socioeconomic background or linguistic background;
- supports actions intended to improve the economic status of families living in poverty;
- believes that all students, regardless of their linguistic and cultural background, should have an equal opportunity to achieve their educational potential;
- endorses and promotes gender equity;
- believes that employment equity is a positive process leading to equal opportunities in education and employment;
- believes that human rights education should be integrated into the curriculum;
- attempts to ensure natural justice for its members; and
- believes that school boards should ensure that schools are sensitive, in all elements of school culture, to the racial, religious and cultural makeup of their communities.





EQUITY

*is the fair treatment
of all people and
equitable opportunities
for everyone to reach
their full potential.*

Important Terms

Cultural diversity in our society can be defined as differences in ethnicity, language, race, nationality, sexual orientation, gender identity, religion, ability and socioeconomic status. Diversity implies acceptance of and respect for all people.

Respecting diversity is recognizing differences as positive attributes around which to build educational experiences. Rather than something to be managed, diversity is seen as an asset to creating an abundant and productive democracy.

Equity is the fair treatment of all people and equitable opportunities for everyone to reach their full potential. Equity also means a commitment to social justice and recognition of how relations of power in institutions and society oppress and marginalize particular groups or individuals.

Human rights are the equal and inalienable rights and responsibilities of all people to live in a free, just and peaceful society without regard to race, religious beliefs, colour, gender, sexual orientation, physical characteristics, mental ability, age, marital status, family status, ancestry, place of origin, place of residence or any other grounds upon which people may face discrimination.

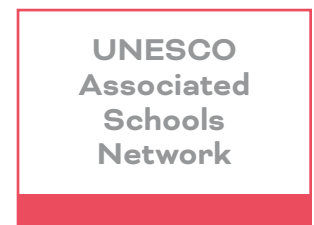
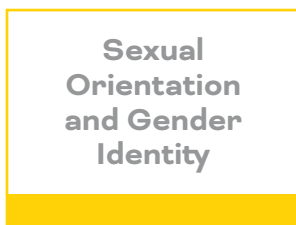
Who Is DEHR?

To meet the goal of ensuring that Alberta schools and classrooms are safe, caring and inclusive for all students, the Association established the provincial Diversity, Equity and Human Rights Committee (DEHR) in April 2000.

The committee helps the Association achieve the goal of promoting diversity, equity and human rights in Alberta's schools and teaching profession.

The DEHR Committee consists of teachers from across Alberta who are interested in work related to diversity, equity and human rights in schools. In addition, representatives from Alberta universities and two members of Provincial Executive Council sit on the committee.

The DEHR Committee has four ad hoc subcommittees:



What does DEHR do?

The DEHR Committee

- studies, advises and makes recommendations regarding DEHR policy;
- supports subcommittees;
- supports local DEHR committees;
- creates resources for teachers;
- produces *Just in Time*, an electronic newsletter;
- provides PD to preservice and practising teachers;
- offers Diversity, Equity and Human Rights grants;
- coordinates events with community partners; and
- supports the work of the UNESCO Associated Schools Network (ASPnet).

Schools are the front line for instilling in young and impressionable students an appreciation of cultural difference and that strength lies in diversity.

Why do we need local and provincial DEHR committees?

Alberta's rapidly changing demographics are creating an exciting cultural diversity that is reflected in the province's classrooms. Schools are the front line for instilling in young and impressionable students an appreciation of cultural difference and that strength lies in diversity.

Currently, many students from diverse backgrounds face discrimination, harassment and difficulties in our schools. Conversations with students who feel marginalized because of their culture reveal that feelings of isolation, frustration and rejection are common. These feelings can seriously affect a student's self-esteem, academic motivation, achievement and sense of identity.

The gap in achievement between students from the mainstream culture and those outside it continues to grow. In classrooms where teachers depend on practices based on and steeped in mainstream culture, students from outside that culture will be left behind. In these classrooms, already marginalized students are further challenged and often fail, creating a self-fulfilling prophecy of failure. At its best, the classroom provides equal opportunities for all students. If you recognize the decisive role that a student's culture plays in his or her ability to succeed, you will also recognize the importance of using approaches that take into account the culture of nonmainstream students.

How to Establish a Local DEHR Committee

1. Determine what your DEHR committee will look like—standing or ad hoc.

The first step in establishing a local DEHR committee is to determine how the committee will be organized. You must decide whether the DEHR committee will serve as a standing committee (that is, permanent) or ad hoc committee (that is, meets for a specific purpose). Regardless of whether the committee is standing or ad hoc, you will need to create a frame of reference that includes the purpose of committee, committee members' duties, how long it will exist, a reporting structure and so on (APPENDIX A shows a sample frame of reference). If it is a standing committee, a motion must be made to change the local constitution. If it is an ad hoc committee, a motion must be made to establish the ad hoc committee. Either motion should include the frame of reference.

2. Find champions in your local—who will sit on the committee?

Once you have a frame of reference, you need to recruit members. Personal contacts and general announcements at Council of School Representatives (CSR) meetings may help you find members.

3. Create a needs assessment—decide what issues to work on.

Your newly established DEHR committee may wish to survey local members to determine areas of need. These areas of need will help to determine the committee's short- and long-term goals. The committee might want to focus its initial efforts on developing awareness among the members of relevant diversity issues. Setting aside a block of time to report on issues at the local CSR meeting or including DEHR updates on the local's website are ideas for initiating discussions. Hosting social events with a speaker on a topic of diversity may also be a good way to get teachers involved.

- 1 Determine what your DEHR committee will look like.
- 2 Find champions in your local.
- 3 Create a needs assessment.
- 4 Look at policies in the local and district.
- 5 Introduce strategies and activities to involve the members on specific topics.
- 6 Network with other locals.
- 7 Broaden the base of members involved.

➤ For a sample frame of reference, go to **Appendix A** on page 21.

4. Look at policies in the local and district.

Your DEHR committee may begin your work by conducting a review of local and district policies.

5. Introduce strategies and activities to involve committee members on specific topics.

Based on your needs assessment, begin setting the general scope of your work and setting SMART targets (specific, measurable, attainable, realistic and timely).

6. Network with DEHR committees from other locals—share the load!

It might be advantageous to coordinate efforts with other locals that are focusing on similar topics or goals. The provincial Association provides support materials on different topics of diversity for locals to consider. Locals that choose the same topics could connect with each other to share ideas and workload.

7. Broaden the base of members involved.

Invite teachers to attend meetings as observers or guests with no obligation, or to assist on various projects. Share the work with as many members as possible.

An ideal local DEHR committee is flexible and responsive to the changing needs and contexts of teaching in your community.





**LOCAL DEHR
WORK IS
REWARDING
WORK!**

Accomplishing Goals as a Local DEHR Committee

The goals of the local DEHR committee must respond to the changing needs of teachers in the classroom.

It is a good idea to start with a three-year plan (see APPENDIX B for a template). It helps to split long-term goals into yearly subgoals with strategies, timelines and the names of who is responsible for each goal. Don't try to save the world—make the workload manageable and focus on no more than three goals a year. Local DEHR committees may have common goals. Collaborative work among locals is strongly encouraged.

1. Take advantage of what the Association has already developed.

- Order a set of colourful Association DEHR banners to visually display the work of your committee.
- Promote an ATA DEHR resource to your teachers—for example, *Here Comes Everyone* or *Education Is Our Buffalo* (see APPENDIX D for other resources).
- Book ATA workshops. These Association instructor workshops cover a variety of topics on diversity (see APPENDIX E).
- Explore the UNESCO Associated Schools Project Network (ASPnet) as administered by the Alberta Teachers' Association. Contact Robert Mazzotta, coordinator, Member Services, for additional information. Phone 780-447-9445 or e-mail robert.mazzotta@ata.ab.ca.

2. Be leaders in your own schools.

- Celebrate and advertise diversity initiatives that are already happening at schools in your local.
- Observe news stories in local media to determine which diversity issues are currently affecting your communities.
- Organize a Share Fair on topics of gender equity, sexual orientation, intercultural education, gender variance and so forth. Bring in a speaker and ask community organizations to set up booths.
- Plan social activities and fundraisers to increase awareness and build collegiality. These events could be combined with a speaker on a topic of diversity.

- 1 Take advantage of what the ATA has already developed.
- 2 Be leaders in your own schools.
- 3 Websites and social media.
- 4 Working with others.

> For a three-year plan template, go to **Appendix B** on page 22.

> See **Appendix D** on page 24 for other ATA DEHR resources.

> For a list of ATA workshops on diversity, see **Appendix E** on page 25.

3. Websites and social media

- Develop a spot on your local's webpage to highlight the work of the local DEHR committee.
- Retweet or repost DEHR-related content from the ATA Facebook and Twitter accounts.

4. Working with others


- Connect with community organizations that could provide support or materials to teachers or families (see APPENDIX F).
- Implement ideas in the Safe and Caring Schools and Communities Policy Development Tool Kit with your school jurisdiction.
- Connect and collaborate with DEHR committees from other locals.
- Meet with Economic Policy Committee chairs to look at areas of need in collective agreements related to DEHR issues.
- Collaborate with your Political Engagement Committee on issues of concern to the teaching profession.
- Work with PD chairs to encourage local PD planning to include topics of diversity.
- Ask teachers' convention planning committees to highlight DEHR topics in sessions.
- Organize presentations for Council of School Representatives meetings by local DEHR committee members, community organizations or Association instructors.
- Develop a DEHR awards program to highlight positive initiatives of members.

➤ See **Appendix F on page 26** for community organizations that could provide support to teachers or families.

*We view **DIVERSITY**
as an asset in school
communities.*

*For more ideas and resources, visit www.teachers.ab.ca >
My ATA > Professional Development > Diversity, Equity
& Human Rights.*





*A successful education system is one that **PROTECTS** the rights of teachers, students and parents.*

Funding and Support

Diversity, Equity and Human Rights Grant Program

The DEHR Committee sponsors a grant program offering grants of up to \$2,000 a year to fund innovative projects designed to build inclusive learning communities. An inclusive learning community is a community based on the principles of respect for diversity, equity and human rights. Such communities foster and support the intellectual, social, physical, emotional and spiritual development of each child. Inclusive learning communities are characterized by cooperation, caring and respect. In addition, they are committed to promoting racial harmony; gender equity; First Nations, Métis and Inuit education; the alleviation of poverty; peace and global education; the prevention of violence; and respect for all people (see APPENDIX G or www.teachers.ab.ca > My ATA > Professional Development > Diversity, Equity and Human Rights > Grants and Awards).

For more information, visit www.teachers.ab.ca > My ATA > Professional Development > Diversity, Equity & Human Rights > Resources.

> See **Appendix G** on page 29 for the DEHR grant application.

Additional Support

The Association website provides a wealth of information and additional support for teachers and local DEHR committees.

The secretary of the provincial Diversity, Equity and Human Rights Committee, Andrea Berg, is available to assist with the work of local DEHR committees. You can reach her at andrea.berg@ata.ab.ca or 1-800-232-7208.

Appendices

To aid in succession planning, local DEHR committees are encouraged to keep a record of achievements and challenges from year to year.

These support materials are flexible working documents, subject to change based on the changing needs of teachers and classroom contexts. Appendices B and C provide support materials for long-term planning.

Sample Frame of Reference for Provincial DEHR Committee

MEMBERSHIP

- Member of Provincial Executive Council (chair)
- One additional member of Council
- Four field members
- Two members of executive staff, including the Association representative on the Society for Safe and Caring Schools and Communities board of directors (one designated as secretary)
- One representative from an Alberta faculty of education

DUTIES

1. To study and advise on matters of concern to the Association related to diversity, equity and human rights issues in education
2. To make recommendations for coordinating the work of the Association related to diversity, equity and human rights initiatives
3. To maintain a liaison with the Society for Safe and Caring Schools and Communities
4. To facilitate action by locals related to diversity, equity and human rights issues
5. To constitute subcommittees as needed in order to study and advise on matters of concern related to diversity, equity and human rights issues in education
6. To commission or conduct studies and prepare reports as requested by Council regarding diversity, equity and human rights issues in education
7. To review annually relevant Association policy and to submit to the Resolutions Committee prior to June 30 any recommendations for change; to recommend to Council on new policy as required
8. To prepare and submit directly to the Resolutions Committee any reports on relevant resolutions referred to Council by the Annual Representative Assembly

Three-Year Plan Template

22

THREE-YEAR PLAN TEMPLATE				
GOAL	STRATEGIES	ACTIVITIES		
		YEAR 1	YEAR 2	YEAR 3

APPENDIX C

Action Planning Template

ACTION PLANNING TEMPLATE	GOAL	ACTION(S)	DEADLINE	KEY CONTACT			

Diversity, Equity and Human Rights Resources Available from the ATA

Diversity, Equity and Human Rights

- *Diversity, Equity and Human Rights* (brochure)
- Diversity, Equity and Human Rights United Nations International Days of Recognition (bookmark)
- *Gender Equity: Supporting Teachers in Addressing Issues of Gender in the Classroom and the Workplace* (brochure)
- We are there for you! (poster, English/French)
- Alberta's teachers—supporting ALL families (poster, English/French)
- *Education is Our Buffalo: A Teachers' Resource for First Nations, Métis and Inuit Education in Alberta* (English/French)
- *Here Comes Everyone: Teaching in the Intercultural Classroom* (English/French)

Indigenous Education and Walking Together

For a full list of resources pertaining to Indigenous education, visit www.teachers.ab.ca > My ATA > Professional Development > Indigenous Education and Walking Together.

Resources for Working with Immigrant and Refugee Students and Families

- *Teaching Pakistani Immigrant Students: Resources for Success*
- *Teaching Somali Immigrant Children: Resources for Student Success*
- *Working with Arab Immigrant Students and Families*
- *Working with Karen Immigrant Students—Teacher Resources*
- *Working with South Sudanese Immigrant Students—Teacher Resources*
- *Ressource pour les enseignants ayant des élèves de l'Afrique centrale*

Safe Spaces

Safe Spaces brochure, poster, stickers

Sexual Orientation and Gender Identity

- *Breaking the Silence: A Guide for Sexual and Gender Minority Teachers in Alberta*
- *GSAs and QSAs in Alberta Schools: A Guide for Teachers* (English/French)
- PRISM: Toolkit for Safe and Caring Discussions About Sexual and Gender Minorities (elementary and secondary editions, English/French)
- *Supporting Transgender and Transsexual Students in K–12 Schools: A Guide For Educators* (English/French)
- Sexual Orientation and Gender Identity Educational Resources Online (bookmark, English/French)
- *Sexual Orientation and Gender Identity Policy* (brochure)

UNESCO Associated Schools Project Network (ASPNet)

- *Developing Global Citizenship in an Inclusive Learning Environment* (brochure)

Other

- *A Guide for Teachers New to Hutterian Colony Schools*
- *A Guide for Teachers New to Working with Low German-Speaking Mennonite Students and Communities*

A complete list and links to resources are available at www.teachers.ab.ca > My ATA > Professional Development > Diversity, Equity & Human Rights > Resources.

ATA Workshops on DEHR-Related Matters

The Alberta Teachers' Association offers many opportunities to enhance teachers' knowledge in diversity education.

WORKSHOPS

First Nations, Métis and Inuit Education

- Addressing Prejudice and Discrimination: Fostering Understanding Between Indigenous and Non-Indigenous People in School Settings
- The Blanket Exercise
- The History and Legacy of Residential Schools
- Understanding Histories, Cultures and World Views of Alberta's First Nations, Métis and Inuit Peoples

Gender Equity

- PRISM: Professionals Respecting Individual Sexual (and Gender) Minorities

Intercultural Education

- Here Comes Everyone—Teaching in the Culturally Diverse Classroom
- Promoting the Success of Immigrant Students and Families

DIVERSITY, EQUITY AND HUMAN RIGHTS CONFERENCE

Hosted annually by the ATA, the Diversity, Equity and Human Rights Conference provides an opportunity for delegates to enrich their awareness of the many aspects of diversity and to inspire the work of local DEHR committees. Each local is eligible to send two delegates to the conference on a grant-in-aid basis. Locals may send additional delegates at their own expense. Contact Andrea Berg (executive staff officer) at 780-447-9423, or e-mail andrea.berg@ata.ab.ca for additional information.

To Book a Workshop

Contact Professional Development at Barnett House at 780-447-9485 or 1-800-232-7208, or e-mail pdworkshops@ata.ab.ca.

A complete list of workshops is available at www.teachers.ab.ca > My ATA > Professional Development > Diversity, Equity & Human Rights > Diversity, Equity and Human Rights Workshops.

Community Agencies and Resources

CALGARY

Calgary Immigrant Women's Association

www.ciwa-online.com

Calgary Immigrant women's Association (CIWA) provides essential services to immigrant women and their families, including assistance with settlement, employment, childcare, language training and family services.

Calgary Outlink

www.calgaryoutlink.ca

Formerly known as the Gay and Lesbian Community Services Association (GLCSA), Calgary Outlink provides support, education and resources to the LGBTQ2S+ communities of Calgary and surrounding area. Calgary Outlink has a drop-in centre and lending library, and provides in-person and telephone peer support.

Centre for Newcomers

www.centrefornewcomers.ca

Based on the model of the Edmonton Mennonite Centre for Newcomers, the Centre for Newcomers works in partnership with newcomer communities to provide opportunities for newcomers to adjust, succeed and contribute as citizens in Canada, and works in partnership with Calgary communities to affirm and value diversity. The Centre offers a wide variety of programs, including assistance with settlement, employment and English language learning.

Immigrant Services Calgary

<https://immigrantservicescalgary.ca>

Immigrant Services Calgary provides a variety of services to support the settlement and integration of newcomers to Calgary. Its Mosaic Family Resource Centre works with immigrant and refugee families to support them in becoming active participants in the

community; it provides health advice, literacy programs, counselling services and other resources for families, students and people of all ages.

Metis Calgary Family Services

www.mcfs.ca

The website provides links to a wide variety of programs and services, oriented mainly toward serving Calgary's Indigenous population. Resources include housing assistance, cultural and recreational programs for all ages, and early childhood education programs.

EDMONTON

Canadian Native Friendship Centre

www.cnfc.ca

The centre is committed to improving social, economic and educational opportunities for Edmonton's Indigenous population. Services include referrals for employment, health, housing and social services; the centre also provides cultural and recreational programming.

Catholic Social Services

www.cssalberta.ca

This Edmonton-based organization provides services in communities in central and northeastern Alberta as well as in Edmonton. Its programs include Indigenous resources; immigration and settlement services; children, family and community services; and substance abuse and corrections services.

Centre for Race and Culture

www.cfrac.com

Formerly known as the Northern Alberta Alliance on Race Relations (NAARR), the goals of the Centre for Race and Culture are to eliminate racism, racial discrimination and racially motivated violence in northern Alberta

through research and the provision of education and programs for adults and teens of all backgrounds.

Edmonton Immigrant Services Association

www.eisa-edmonton.org

EISA and its volunteers and staff provide services to immigrants and refugees to help them adapt and fully integrate in Canadian society, to promote cross-cultural understanding, and to bridge cultural gaps through multiculturalism and antiracism initiatives. It works with various immigrant communities, other service organizations and funding agencies to provide programs and services that are responsive, accessible and affordable to all newcomers.

Edmonton Mennonite Centre for Newcomers

www.emcn.ab.ca

The Edmonton Mennonite Centre for Newcomers (EMCN) is a community agency that helps immigrants and refugees coming to the Edmonton area to achieve full participation in the community and contribute their experiences and skills to strengthen and enrich the lives of all Canadians. The centre provides a wide range of programs and services that include English as a second language (ESL), employment services, settlement counselling, personal counselling, community development and community economic development, advocacy, and education.

Institute for Sexual Minority Studies and Services (iSMSS)

www.ualberta.ca/ismss

Housed in the Faculty of Education at the University of Alberta, iSMSS is an interdisciplinary hub for scholarly work in sexual-minority studies.

Its mission is to enhance possibilities for groundbreaking research, policy

development, education, community outreach and service provision focused on sexual minorities and their issues and concerns. A major initiative is Camp fYrefly, a summer camp for sexual-minority youth and young adults (www.fyrefly.ualberta.ca).

Métis Nation of Alberta

www.albertametis.com

The mandate of the Métis Nation of Alberta is to be a representative voice of Métis people in Alberta; provide Métis people with an opportunity to participate in government's policy and decision-making process; and promote and facilitate the advancement of Métis people through the pursuit of self-reliance, self-determination and self-management.

Multicultural Health Brokers Cooperative

www.mchb.org

The Multicultural Health Brokers Cooperative supports immigrant and refugee individuals and families in attaining optimum health. It provides education, interpretation and cultural assistance, and helps with access to health services and connections to community groups and cultural agencies.

FORT MCMURRAY

Athabasca Tribal Council

www.atc97.org

The Athabasca Tribal Council represents the interests of five First Nations of northeastern Alberta. Its programs have included education, economic development, health, and employment and training, all in cooperation with local and government entities.

YMCA of Wood Buffalo

www.northernalberta.ymca.ca/Regions/Wood-Bufferalo-Region

The YMCA of Wood Buffalo offers services to the entire community, including newcomers. Visit www.ymca.woodbuffalo.org/community-programs/immigrant-services.php for more information about programs and services.

GRANDE PRAIRIE

Grande Prairie Friendship Centre

www.gpfriendshipcenter.wordpress.com

The Grande Prairie Friendship Centre wishes to bridge the gap between Indigenous and non-Indigenous people. Its programs include a First Nations, Métis and Inuit education project; Indigenous health liaison workers; employment services; health services for infants; and programs for children and youth.

Grande Prairie Centre for Newcomers

www.facebook.com/GP-Centre-for-NewcomersCentre-pour-les-Nouveaux-Arrivants-de-GP-282004901838551

The Grande Prairie Centre for Newcomers is a partnership between the Edmonton Immigrant Services Association (EISA) and the Centre d'accueil et d'établissement du nord de l'Alberta (CAE) to provide settlement services in Grande Prairie and surrounding areas.

LETHBRIDGE

Lethbridge Family Services

www.lfsfamily.ca

Lethbridge Family Services provides settlement support services for newcomers to Canada, as well as family support services, counselling and senior support programs for the community at large.

Opokaa'sin Early Intervention Society

www.opokaasin.org

This organization is a joint effort of various First Nations partners to support families by providing early intervention and family preservation programs. The website provides links to service organizations in Lethbridge and district.

MEDICINE HAT

Miywasin Centre

<https://www.facebook.com/Miywasin-Society-Of-Aboriginal-Services-119414834879699/>

The centre offers services to the Métis and First Nations population of Med-

icine Hat and the surrounding region. Programs include counselling, youth development, programming for elders, referrals to employment services and cultural programming.

Saamis Immigrant Services Association

www.saamisimmigration.ca

Saamis Immigrant Services provides assistance to newcomers and the community at large. Programs include language instruction, translation and interpretation services, citizenship classes, literacy, parenting skills, and fitness and recreation. Saamis also offers a series of orientation sessions in partnership with other community agencies.

RED DEER

Central Alberta Immigrant Women's Association

<https://caiwa.ca>

Headquartered in Red Deer, Alberta, this organization was initiated in 1991 by a group of immigrant women, with the goal of raising the level of awareness of immigrant women and their families in all aspects of Canadian life, and to assist them in achieving their full potential as members of Canadian society. Many of the centre's programs focus on health and wellness and skill development.

Family Services of Central Alberta

www.fsca.ca

This is a nonprofit organization that serves 16 communities in central Alberta with programs for families at all stages from prenatal to senior care. A list of partner organizations is available at www.fsca.ca/CommunityPartners.php.

PROVINCEWIDE AGENCIES

Alberta Association of Immigrant Serving Agencies

www.aaisa.ca

The Alberta Association of Immigrant Serving Agencies (AAISA) was incorporated in 1987 as an umbrella organiza-

tion of immigrant-serving agencies in Alberta. AAISA comprises 20 member agencies from 8 communities across Alberta, with more than 1,000 staff serving more than 100,000 immigrants and refugees annually. AAISA's mission is to assist its member agencies to address the needs of immigrants, the agencies that serve them and the larger community that welcomes them.

Alberta Civil Liberties Research Centre

www.aclrc.com

Alberta Civil Liberties Research Centre is a nongovernmental organization, and its mission is to promote respect for civil liberties and human rights in Alberta through research and education to contribute to a more just and inclusive community. It provides presentations and educational resources on a variety of issues, including human rights, bullying, antiracism, LGBT issues, privacy and more. Many resources are free to download from its website.

Alberta Council for Global Cooperation

<https://acgc.ca>

The Alberta Council for Global Cooperation (ACGC) is a coalition of voluntary sector organizations located in Alberta, working locally and globally to achieve sustainable human development. The Council's goal is to support the work of its members through networking, leadership, information sharing, training and coordination, and the Council represents its members' interests when they are dealing with government and others. The Council's objectives include promoting and mobilizing greater Alberta participation in assisting

international development by facilitating effective member networking and capacity building, both internationally and domestically.

Alberta GSA Network

www.albertagsanetwork.ca

The Alberta GSA Network is a collective of resources specific to Alberta K–12 students, teachers and school staff to support learning environments that respect diverse sexual orientations, gender identities and gender expressions in our schools.

Alberta Network of Immigrant Women

www.aniw.org

The Alberta Network of Immigrant Women (ANIW) is a provincially based network of immigrant women's organizations that researches issues that affect the settlement process of immigrant and visible minority women, follows through with the recommendations made in the findings, and undertakes projects to build stronger communities and full participation of immigrant and visible minority women in the economic, political and social fabric of Alberta.

Native Counselling Services of Alberta

www.ncsa.ca

Founded to provide court worker assistance to Indigenous people, Native Counselling Services of Alberta (NCSA) soon expanded its services to include family and community wellness programming, legal education, national health campaigns and community-based research.

Safe and Caring Schools and Communities

www.safeandcaring.ca

This is a nonprofit organization dedicated to violence prevention and character education for children and youth. The Society for Safe and Caring Schools and Communities (SACSC) has developed many programs, resources and workshops to help adults create safe spaces for youth.

NATIONAL AGENCIES AND RESOURCES

Parents and Friends of Lesbians and Gays (PFLAG)

www.pflagcanada.ca

PFLAG Canada is a national organization that helps all Canadians who are struggling with issues of sexual orientation and gender identity. PFLAG Canada supports, educates and provides resources to parents, families, friends and colleagues with questions or concerns, 24 hours a day, 7 days a week. To locate a local chapter in Alberta, enter your postal code as indicated in the Contact Us tab at the top of the home page.

Pier 21—Canada's Immigration Museum

www.pier21.ca

Pier 21 celebrates the Canadian immigration experience by honouring the unique stories of immigration throughout history. Among its programs is "Community Presents," which encourages cultural groups to create their own exhibitions and tell their own stories, while celebrating themes related to immigration, cultural diversity, cultural heritage and identity.

Additional Resources in Alberta

Many Alberta communities provide additional resources, such as food banks and family services associations.

Check the yellow pages of the local or regional telephone directory for "Social Service Organizations." Organizations such as Big Brothers/Big Sisters

(www.bigbrothersbigsisters.ca) offer services specifically for children and youth. Go to www.bigbrothersbigsisters.ca/find-agency-near for a list of Alberta Big Brothers/Big Sisters agencies.

Schools in Alberta frequently offer outreach programs for immigrant families.

Under Alberta's *School Act*, students have a right to establish a student

organization intended to promote a welcoming, caring, respectful and safe learning environment, including gay–straight or queer–straight alliances (GSAs/QSAs). GSAs and QSAs provide support for lesbian, gay, bisexual and transgendered youth. For more information visit www.alberta.ca/gay-straight-alliances.aspx.

Grants Supporting Diversity, Equity and Human Rights

The ATA's Diversity, Equity and Human Rights Committee administers grants supporting the development of inclusive schools.

These grants support the Association's vision of a public education system committed to educating all children well in an inclusive school setting.

ELIGIBILITY CRITERIA

1. Applicants must be active or associate members of the ATA.
2. Projects must meet the following criteria:
 - a. Focus on education or communication and advanced knowledge; develop skills and foster inclusive behaviour among students, school staffs and the community. Projects might centre on such themes as these:
 - Antiracism education
 - First Nations, Métis and Inuit education
 - Gender equity
 - Intercultural education
 - Peace and global education
 - Poverty issues
 - Sexual orientation, gender identity, physical characteristics, mental ability, ancestry
 - Violence prevention
 - b. Advance the mission of public education by helping to develop
 - a foundation of learning,
 - citizens of a democratic society, and
 - the potential and gifts of each child.
 - c. Reflect the principles of diversity, equity and human rights.
 - d. Be sustainable and have ongoing impact on students and/or teachers.
3. Preference will be given to projects in which stakeholders are involved in the planning.
4. Grants will not be awarded for the purpose of (a) sponsoring one-time events that are not linked to a broader action plan, (b) purchasing materials (such as textbooks and capital equipment) or services that can ordinarily be obtained using school funds, or (c) projects to support fundraising events.

HOW THE GRANTS ARE ADMINISTERED

1. Projects will be approved for funding by the Diversity, Equity and Human Rights Committee based on how well they meet the criteria outlined above.
2. One-half of the grant will be paid when the grant application is approved.
3. The balance of the grant will be paid after the project has been completed and the recipient has submitted an accounting and evaluation report explaining how well the project achieved its intended outcomes, how effective the implementation process was and how the project might be improved in the future.
4. The ATA retains the copyright on and ownership of any materials produced as a result of a grant.

HOW TO APPLY

1. Complete the online application form.
2. Print off a copy for your records.
3. Submit the application electronically (deadline April 30).

For further information, contact Robert Mazzotta, Diversity, Equity and Human Rights Committee, 780-447-9400 or 1-800-232-7208, or e-mail robert.mazzotta@ata.ab.ca.

This information and online forms can be found at www.teachers.ab.ca > My ATA > Professional Development > Diversity, Equity & Human Rights > Grants and Awards.

ATA Local Diversity, Equity and Human Rights (DEHR) Award

The purpose of this award is to recognize projects, programs, events or activities organized by a local association to promote diversity, equity and human rights.

This information and online forms can be found at www.teachers.ab.ca > My ATA > Professional Development > Diversity, Equity & Human Rights > Grants and Awards.

APPLICATION DETAILS

1. All ATA locals are eligible to apply for this award.
2. To be considered, applications must be received on or before close of business on May 1.
3. Locals applying for the award must provide the name of the local president and a key contact involved in the local's diversity, equity and human rights programming.
4. Submissions should consist of
 - a completed application form;
 - a summary that describes the project, program, event or activity (including objectives, target audience, key messages, actions taken and sample support materials); and
 - an evaluation and a description of the outcome achieved.
5. Entries will be judged by representatives from the ATA's provincial DEHR committee, based on the following criteria:
 - How successfully the project, program, event or activity achieved its goals
 - How the project, program, event or activity affected the local's membership (for example, motivated actions)
 - How well the project, program, event or activity advances knowledge, develops skills and fosters inclusive behaviour in the local.
 - How effectively the project, program, event or activity advances diversity, equity and human rights in public education.
6. The award will be presented to representatives of the successful local at the ATA Summer Conference.

Bibliography

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The Alberta
Teachers' Association

DEHR =
DIVERSITY, EQUITY
AND HUMAN RIGHTS