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| Document Category: | Policy Statement |
| Document Name: | Diversity, Equity and Inclusion |
| Approved By: | Board of Directors |
| Approved Date: | November 2022 |

1. Policy Scope

This policy document applies to all students, families, staff and contracted school vehicle operators, and school vehicle staff within Southwestern Ontario Student Transportation Services service area.

2. Policy Statement

Southwestern Ontario Student Transportation Services (“STS”) believes that service excellence is founded on mutual respect for the dignity and humanity of all individuals and enabling individuals and groups to participate and contribute fully within a diverse society.

Equity, valuing diversity and inclusion are related yet distinct concepts which form the foundation of social justice and reflect values such as fairness, empathy, and respect for the dignity of all humans, and practicing equity involve proactively eradicating attitudes, actions, structures, and systems that result in discrimination or exclusion.

STS recognizes that groups in our communities face systemic and individual barriers that may be related to race, colour, culture, ethnicity, linguistic origin, disability, socio-economic class, age, ancestry, nationality, place of origin, religion, faith, sex, gender, sexual orientation, family status, and/or marital status. As the original peoples of Canada, First Nations, Métis, and Inuit communities face similar and unique barriers.

3. Policy Action Items

STS recognizes these barriers exist and is committed to fairness, equity, and inclusivity within student transportation. STS is committed to:

- Developing and maintaining policies and practices that reflect the principles of equity and inclusivity.
- Representing people equally using inclusionary language in all communications.
- Providing informed and committed leadership at all levels by assisting staff develop the knowledge, skills, attitudes and behaviours required to implement this policy.
- Provide a respectful environment that is free of discrimination and harassment.
- Provide staff and community partners with opportunity to acquire the knowledge, skills, attitudes, and behaviors need to identify, eliminate, and prevent discriminatory biases and systemic barriers.
- Develop and maintain practises that eliminate barriers in hiring.



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4. Forms

There are no forms associated with this policy.