



POLICY
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IGAB
MULTICULTURALISM

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1. GENERAL PHILOSOPHY

- 1.1 The Winnipeg School Division is committed to an educational philosophy that recognizes the fundamental unity of people of all origins and promotes the acceptance, respect and appreciation of all people in Canada and their cultures for their commonalities as well as their differences.
- 1.2 Multiculturalism in an educational setting endeavours to prepare students with the knowledge and skills to function socially, politically, and economically in Canadian society and to enable them to develop a positive self-image to become good citizens enjoying equal rights in a cultural mosaic.

2. DEFINITION - MULTICULTURAL EDUCATION

- 2.1 Multicultural education is the process of making education more responsive to the cultural and linguistic diversity that characterizes Canadian society.
- 2.2 Within the established outcomes of the curricula approved by Manitoba Education and Youth multicultural education shall be an integral part of the school program for the students in the Winnipeg School Division.

3. GOALS OF MULTICULTURAL EDUCATION

The general goals of multicultural education in The Winnipeg School Division shall include:

- (a) the encouragement of positive attitudes in students toward multiculturalism and multicultural education;
- (b) the development in students of an understanding of and respect for their own cultural and historical heritage;
- (c) the development in students of an understanding of and respect for the cultural and historical heritage of others;
- (d) the provision of the opportunity for students to function in one or both of Canada's official languages;
- (e) the provision of the opportunity for students to be taught other languages in accordance with Policy IGAL on Language Instruction;
- (f) the provision of ESL supports and programs for new immigrant students.

4. PROFESSIONAL DEVELOPMENT

The Winnipeg School Division shall provide, insofar as possible, the opportunity for staff members to participate in appropriate professional development activities to develop an awareness of multicultural education and ESL programs, appropriate teaching strategies and materials which are pertinent to the implementation of the goals identified in Section 3.

5. STAFFING

The Winnipeg School Division shall adopt staffing practices which reflect the multicultural nature of the Division.

6. RESPONSIBILITIES

- 6.1 The Chief Superintendent shall be responsible for the implementation of this policy with the authority to delegate to the appropriate superintendents the responsibility for specific sections in the policy.
- 6.2 The principal shall be responsible for ensuring that the general goals of multicultural education are implemented.
- 6.3 The teacher shall be responsible for ensuring that the teaching practices are consistent with the general philosophy and goals of multiculturalism.
- 6.4 The professional support services personnel shall be responsible for providing assistance to the instructional staff in the development of an awareness of multicultural education, appropriate teaching strategies, and materials.



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Rules and regulations on the implementation of the multiculturalism policy as determined by the Chief Superintendent.

1. Program Development

- 1.1 The Winnipeg School Division will encourage the development of specific multicultural programs by individual schools.
- 1.2 The financial resources that may be required for program development will be provided within the budget allocations available.
- 1.3 The Winnipeg School Division will provide E.S.L. programs/supports in all schools with E.S.L. students.
- 1.4 The Winnipeg School Division will provide supports to schools with E.S.L. programs within the budget allocation.

2. Materials

- 2.1 The Winnipeg School Division will encourage the acquisition and use of appropriate materials to foster multiculturalism and E.S.L. education.
- 2.2 The financial resources that may be required for the acquisition of materials will be provided within the budget allocations available.

3. Committee on Multiculturalism and E.S.L. Education

3.1 General Goal

The general goal of the advisory committee will be to assist/advise the superintendent(s) on the advancement of the goals of Multicultural and E.S.L. Education in the Winnipeg School Division.

3.2 Committee Role

The specific role of the advisory committee will be:

- (a) to advise and/or assist the appropriate consultant in the development and implementation of inservices, staff development, and in-classroom sessions on E.S.L. education;
- (b) to liaise with other committees and groups who work with new immigrants;
- (c) to assist in the identification of resources related to E.S.L. and multiculturalism;
- (d) to identify areas of need relative to E.S.L. programs in the Division.

3.3 Committee Structure

Membership on the advisory committee will be determined by the Chief Superintendent.

The committee will include a member of the Superintendent's Department, a trustee, appropriate consultants, teachers, school administrators, a community liaison officer, parents, and community representatives.