

## **Anti-Oppression, Diversity and Inclusion**

### **BrainBoost Education**

#### **1. Core Value:**

BrainBoost Education recognizes the pervasive forces of institutionalized oppression and seeks to challenge these forms of oppression by creating a safe space for students, educators and the community at large. BrainBoost Education strives to promote the values of inclusion respecting differences of ethnicity, race, gender identity, sexual orientation, ability, age, religion, economic or social status, or political ideology and identity. BrainBoost Education embraces students and staff from all backgrounds and all forms of human uniqueness to create an environment of religious, cultural, racial, sexual orientation, gender expression and ability diversity.

#### **2. Definitions:**

**Oppression** is more than the prejudicial thoughts and actions of individuals - oppression is institutionalized power that is historically formed and perpetuated over time. Through the use of that institutionalized power, it allows certain groups of people or certain identities to assume a dominant (privileged) position over other groups and identities and this dominance is maintained and continued at institutional and cultural levels. This means oppression is built into institutions like government and education systems.

**Anti-Oppression** is the strategies, theories, actions and practices that actively challenge systems of oppression on an ongoing basis in one's daily life and in social justice/change work. Anti-oppression work seeks to recognize the oppression that exists in our society and attempts to mitigate its effects and eventually equalize the power imbalance in our communities. Oppression operates at different levels (from individual to institutional to cultural) and so anti-oppression must as well.

**Diversity** is the range of human differences, including but not limited to race, ethnicity, gender identity, sexual identity & orientation, age, socioeconomic class, physical ability

or attributes, neurodivergence or neurological condition, religious or ethical values system, and national origin.

**Inclusion** is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive community promotes and sustains a sense of belonging; it values, celebrates, and recognizes the enriching benefits of diversity and practices respect for the talents, beliefs, identities, and lived experiences of its members.

### 3. Commitments:

- Create time for organization-wide discussions on discrimination and oppression;
- Continually evaluate whether or not the organization is meeting its anti-oppression goal;
- Promote an anti-oppression message and analysis in what we do;
- Create opportunities for Educators to improve their understanding of institutionalized oppression and to develop skills to speak out about these issues;
- Respect diversity in participation and communication styles;
- Make a collective commitment to hold people accountable for their behavior so that the organization can be a safe and nurturing place for all;
- Challenge the behavior, not the person. Be sensitive and promote open dialogue;
- Understand that confronting oppression, particularly internalized oppression, is difficult and demands work.
- Be conscious of how use of language may perpetuate oppression;
- Respect different views and opinions.
- Respect the individual's vision of their own identity.

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### **LAND ACKNOWLEDGEMENT**

We acknowledge with respect the Coast Salish Peoples on whose traditional territories BrainBoost Education stands and the xʷməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), and Səl̓ílwətaʔ/Selilwitulh (Tsleil-Waututh) Nations whose historical relationships with the land continue to this day.



BrainBoost recognizes that colonization and associated attitudes, policies and institutions have significantly changed Indigenous peoples' relationship with this land.

We are taking steps to create a warm, welcoming and respectful learning environment and sense of place. This supports our goal of creating a community that is accepting of diversity and inclusive of Indigenous ways of knowing and being.