



Ashbury College International Decade for People of African Descent (2015-2024).

Ashbury College recognizes that on December 23, 2014, the UN General Assembly, in its Resolution 68/237, proclaimed the International Decade for People of African Descent (2015-2024).

This Resolution 68/237 designates people of African descent as a distinct group whose human rights must be promoted and protected; and stipulates as the theme for the decade; "People of African descent: Recognition, justice and development"

The Decade for People of African Descent was formally recognized by Canada in January 30th 2018; by Ontario in February 2017 and adopted by the City of Ottawa on March 21, 2018, the UN International Day for the Elimination of Racial Discrimination (March 21st, 2018).

Ashbury College formally joins other educational institutions and governments in our city, province and nation in adopting the United Nations International Decade for People of African Descent and recognising the theme of "Recognition, justice and development".

As a school community, Ashbury reflects on the privilege of its history and how others have not enjoyed the same opportunity, connections or access to education.

Ashbury College has identified a strategic focus on pluralism, equity and access and to fostering an inclusive school environment built on the strengths of our diversity. Ashbury's commitment to promoting inclusivity, embracing pluralism and condemning all forms of racism and discrimination continues and is embodied in the Pluralism Recommendations set out by the Pluralism Project. These recently identified goals relate to people, programs, education, spaces and culture and are set for implementation over the next 3-5 years.

Ashbury has engaged in anti- black racism education for our community and provides ongoing refresher training for our members including all incoming staff, students and volunteers who will engage in school life.

Ashbury recognizes Black History Month each February by featuring speakers who embody Black excellence and prompt our community to consider historical violence, systemic discrimination and prejudice experienced by people of African descent. The team of students and staff who organise and promote the event prioritise the pride, knowledge and achievements of people of African Descent in Canada and abroad.

Ashbury College adopts the UN Decade for People (children) of African Descent for the community it serves and commits to the intent of the UN Decade for People of African descent. Ashbury will enable members of the Ashbury community to engage in making Ottawa a safe and friendly community for children of "all human colours under the sun".

1. Develop and undertake work that advances equity, inclusion and diversity.
2. Advance Ashbury's Pluralism Recommendations over the next 3 years.
3. Intentionally adopt practices to create a safe and caring learning environment that respects, promotes and protects the human rights of children of African descent.
4. Engage with parents and community organisations comprised of people of African descent in Ottawa to support their sense of belonging in the Ashbury environment.
5. Enable children to be well served by Ashbury College so they can achieve their full potential.

Signed: _____

Date: _____

November 18, 2021

Norman Southward, Head of School