

## Policy 20. Inclusiveness

- SCD strives to be inclusive and accommodating of all families and individuals, including but not limited to:
  - o Gender and sexually diverse families and children
  - o Racial and ethnic minorities
  - o Religions
  - o Breast-feeding mothers
  - o Family composition
  - o Differing abilities
  - o Differing socio-political ideologies
- Staff will respect chosen name of child and will refer to child by said name regardless of legal name; staff will make an effort to properly pronounce all names.
- Staff will engage children in age-appropriate discussions of individual differences if such discussions emerge.
- Children will be encouraged to learn about a variety of family compositions, cultures, and ways-of-life that may be different from their own. This may include age-appropriate books, songs, and games.
- SCD may celebrate any holiday to the extent deemed appropriate by the director; families and staff are encouraged to share their holiday traditions
- Prayer or other forms of worship will not be a part of regular programming (i.e., not recited in the morning or before meals). However, these elements may be incorporated into other activities as appropriate. This may include Christian stories, Indigenous teachings, Yoga chants, etc.
- Parents are encouraged to participate in inclusiveness discussions with their children; any concerns should be raised with the Director
- Staff will be cognizant of gender neutral language and will avoid gender stereotypes regarding play, dress, or other activities
- SCD is dedicated to providing the best quality of care for all children, including children with special needs. All activities will be inclusive to all children, with modifications if necessary, to meet the needs of the child.
- Regular professional development opportunities will be provided to staff