

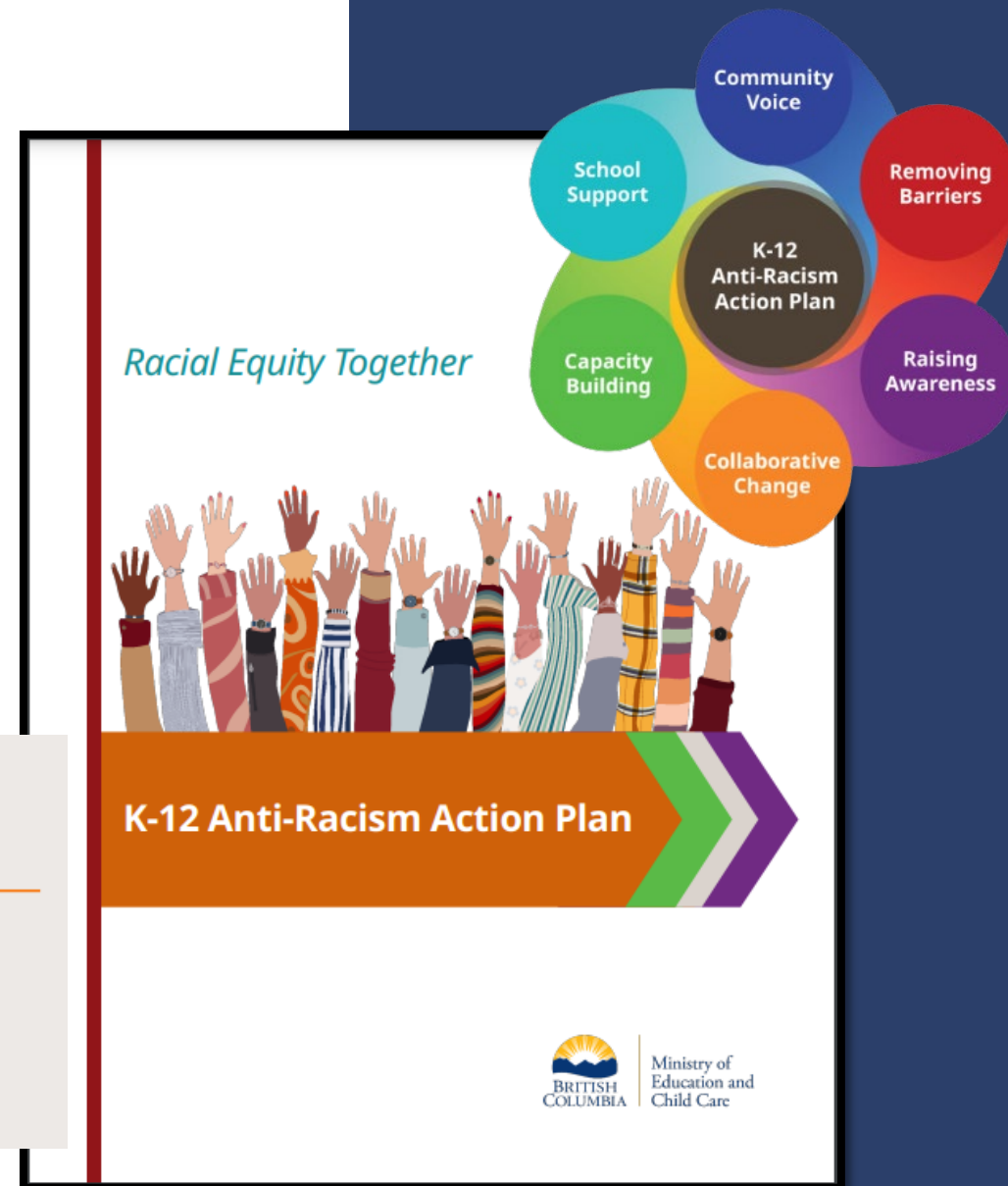


Chilliwack  
School District

# Our Racial Equity Work

## Vision

B.C. students achieve their full potential in an education environment that is equitable, free of racism and systemic barriers, and where all students, staff, and families feel welcome, safe, respected, and valued.



*“Anti-racism is the practice of identifying, challenging, preventing, eliminating and changing the values, structures, policies, programs, practices and behaviours that perpetuate racism.”*

~ Resilience BC



## **K – 12 Anti-Racism Action Plan**



# SD33 - Moving Toward Racial Equity

## Aligning work with the Ministry of Education and Child Care's K - 12 Anti-Racism Action Plan

*"B.C. students achieve their full potential in an education environment that is equitable, free of racism and systemic barriers, and where all students, staff, and families feel welcome, safe, respected, and valued."*

The initiatives listed below represent a sampling of the anti-racist work that SD33 has undertaken in the last 4 years. Items that are identified in a colour are prioritized initiatives for the 2024-25 school year.

### Community Voice

- Accessibility Committee
- Advisory Committee for Inclusive Education
- Chilliwack Pride Society
- CYHC Gender Support Network
- Early Learning Table
- IDEA Committee
- Indigenous Education Advisory Committee
- Student Voice (Secondary)
- SWIS Workers
- Task Force - Governor to Governor (3 meetings)

### Removing Barriers

- Administrative Procedures Review Team
- Equity Scan
- Indigenous Focused Hiring Practices
- Let's Talk - Accessibility Questions
- Skwah Nation Adult Education Program
- Website Accessibility (all languages)

### Raising Awareness

- Accessibility Committee
- BCBela Presentation
- Black History Month
- BC Blanket Exercise
- Cultural Competency Guide
- Denise Augustine Talk
- EDI Calendar
- Inclusive Schools Website
- Longhouse Ceremony
- Staff Meeting Presentations
- Anti-Racism: A Guide for Teachers
- School Cultural Days

### Collaborative Change

- District Staff meeting with Indigenous Focus
- IDEA Committee
- Responding to Racist Incident Networks
- SD 33 as part of the Anti-Racism Network
- PVP and Manager Anti-Racism Toolkit

### Capacity Building

- Shane Safir - White Fragility - Leadership Group
- Bob Joseph - Indigenous Corporate Training
- Staff attending FNEsc
- Truth and Reconciliation Pro-Day
- Book Studies for Staff
- Learning To Be Anti-Racist: An Introductory Course (all staff)

### School Support

- Cultural Component of Class Profile
- Diverse Stories - Culturally Rich Literacy
- River/Forest SNAP
- Resource Tastings
- Halq'emeylem Language Learning
- Memiyehltel
- Stó:lō Site!
- Grad Coaches



# SD33 - Anti-Racism Professional Learning



In alignment with the BC Ministry of Education and Child Care's [K-12 Anti-Racism Action Plan: Racial Equity Together](#), the Chilliwack School District is committed to nurturing each student's learning and well-being in a safe, responsive, and inclusive learning community. This includes acknowledging that Indigenous, Black, and people of colour may face inequity within the current education system and that action must be taken to build more inclusive and equitable learning environments.

Part of that action is to build a foundational understanding of racism and anti-racism with all staff across our District through the completion of some online learning.



## [Learning To Be Anti-Racist: An Introductory Course](#)

This online, self-paced introductory course is designed as professional learning to support everyone who works within our education system. It is offered on the District's professional development platform - [BrightSpace](#). It will take approx. 5 hours to complete all modules.

By taking this course, participants will:

- Develop an understanding of what racism and anti-racism are
- Identify how racism shows up in school communities
- Learn what actions can help end racism in B.C.'s education system
- Progress in their learning journey towards being anti-racist

## Rollout and Completion Timeline:

Beginning January 2025, all Exempt, CUPE and CTA staff will have completed modules by June 2026.

### CUPE and CTA Options:

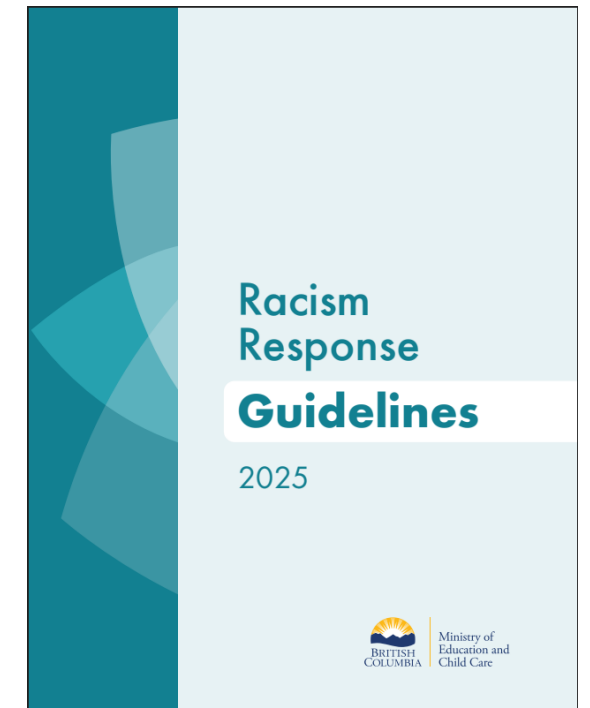
- Collaboration Time
- Professional Development Days
- Administration Day at the end of the year
- Evaluation and Assessment Day (CUPE)
- Early Dismissal Days
- During the Professional Day of a CTA member
- Staff Meeting Time

**PVP and Management will complete modules by May 30, 2025.**



# Guiding Documents and Networks

- MOECC K - 12 Anti-Racism Action Plan
- MOECC Anti-Racism A Guide for Teachers
- MOECC Racism Response Guidelines
- BC Educators Network - Led by MOECC
- Lower Mainland Cross District Anti-Racism Collaborative
- BCTF Social Justice Educators Network
- SD33 IDEA Committee



# Upcoming Networking and Learning



- #1. April 24<sup>th</sup> IDEA Committee (Dr. Kevin Godden)**
- #2. April 29<sup>th</sup> Lower Mainland Cross District Anti-Racism Collaborative
- #3. May 1<sup>st</sup> Toolkit Planning
- #4. May 9<sup>th</sup> Equity Summit Surrey
- #5. May 15<sup>th</sup> IDEA Committee
- #6. May 27<sup>th</sup> Secondary Student Engagement Presentation to the Board**
- #7. May 30<sup>th</sup> All Leaders Toolkit (Focus on Racism Response Guide)**
- #8. By June 30<sup>th</sup> – Anti-Racism Administrative Procedure Work (355 and 356)**



*Racial Equity Together*



## K-12 Anti-Racism Action Plan



What priority(s) do you see for your school? Why do you consider this a priority?









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