

The Launch of LRSD's Diversity, Equity, Inclusion (DEI) and Anti-Racism Initiative

Listening to the voices of our community in an equity-informed manner compels us to act with urgency to hasten work on our Multi-Year Strategic Plan priorities for 2019-2023 that address issues of systemic racism in a proactive and capacity-building way.

Based on dialogue with equity-seeking groups and the broader community LRSD serves, the division launched its Diversity, Equity, Inclusion (DEI) and Anti-Racism Initiative on Oct. 5, 2021. Its operating goals for 2021-2023 include the following priorities:

1. Bring together students, staff, and families to co-create initiatives to address issues of systemic racism in a proactive and capacity-building way

2. Develop and implement an Equity and Anti-Racism Policy and action plan

[Learn more.](#)

3. Develop and implement an on-going equity-based curriculum review process to emphasize decolonization

A review of the of the Human Ecology curriculum is in progress. We are working to establish a steering committee in 2022 and budget for 2022-2023.

4. Develop and implement a multi-year equity-based professional learning plan focused on anti-racism/anti-oppression education, trauma-informed practice, and the Truth and Reconciliation Commission's Calls to Action.

[Learn about LRSD's professions learning journey.](#)

5. Develop and implement an employment equity policy and action plan

A few actions we've taken toward this goal include:

- introducing new wording in our job postings as of November 2021
- developing an employee recruitment and retention strategy by March 2022
- deepening our understanding of the lived experience for our employees who identify as BIPOC through an ongoing equity audit
- developing a draft employment equity policy to receive first reading by June 2022

6. Continue to expand and improve equity-based outcome data collection and analysis including

- regular census of students and staff to develop an equity-based profile of the LRSD (on-going)
- collection and analysis of (on-going)
 - disaggregated student data (gender, grade, Indigeneity, race, disability, sexual orientation)
 - student discipline (suspensions, etc.)
 - student absenteeism

7. Effective June 2022, start an annual equity accountability reporting commitment to measure efforts to

- address disparities in students' achievement and wellbeing based on disaggregated BIPOC demographic data
- audit policies, protocols, programs, curricula, and practices
- measure employment equity efforts

8. Establish a Diversity, Equity, Inclusion (DEI) and Anti-Racism Education Team (Office) to champion the work of addressing issues of systemic racism in a proactive, capacity-building, and systematic way. This team includes:

- reimagining the ECHO teachers' roles and responsibilities, effective August 1, 2021
- appointing Bobbie-Jo Leclair Divisional Vice-Principal of Indigenous Education, Intercultural Understanding and Transformation, effective August 1, 2021
- appointing Darcy Cormack assistant superintendent on October 5, 2021
- appointing Michelle Jean-Paul Divisional Principal of Diversity, Equity, Inclusion and Anti-Racism Services, beginning Jan. 6, 2022

We will continue to share regular updates on the progress and work on the DEI and Anti-Racism Services Team in the coming weeks and months.

Christian Michalik, Superintendent