



# ANTI-RACISM ACTION PLAN

July 2024

## **Acknowledgement**

Éy swáyel. We acknowledge that the Abbotsford School District is located on the traditional territory of the Stó:lō people, the Semá:th and Mathxwí First Nation. With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers. We acknowledge historical and ongoing injustices that Indigenous Peoples endure in Canada, and we accept responsibility as a public educational institution to contribute toward revealing and correcting miseducation as well as renewing respectful relationships with Indigenous communities through our teaching and community engagement.

## Introduction

The Abbotsford School District is dedicated to creating an inclusive, equitable, and safe educational environment for all stakeholders. Our commitment to addressing racism and promoting diversity, equity, and inclusion is unwavering. This comprehensive Anti-Racism Action Plan outlines our strategic approach in alignment with the British Columbia Ministry of Education's vision for an inclusive education system.



## Community Voice

*Objective: Ensure the active participation of students, parents, and community members in shaping anti-racism initiatives.*

- **Regular Engagement Platforms:** Use student voice, forums and focus groups to facilitate open dialogue, gather input, and receive feedback on experiences related to racism and discrimination.
- **Student-Led Initiatives:** Encourage students to propose and lead anti-racism projects, cultural events, art exhibitions, and awareness campaigns within their schools.
- **Cultural Identity Groups:** Develop and support cultural identity groups across the school district.
- **Advisory Committees:** Utilize advisory committees comprising representatives from marginalized communities, ensuring their voices are integrated into decision-making processes.

## Removing Barriers

*Objective: Identify and eliminate systemic barriers that perpetuate racism and inequities.*

- **Equity Audits:** Conduct equity audits within schools and the district to identify areas where disparities exist, such as access to resources, opportunities, and support for marginalized students.
- **Equity Impact Assessments:** Integrate equity impact assessments into policy development processes, ensuring that new policies do not inadvertently perpetuate or exacerbate racial disparities.
- **Cultural Competency Training:** Offer cultural competency training for all staff, students, and parents, with ongoing professional development opportunities.

## Raising Awareness

*Objective: Promote awareness and understanding of the impacts of racism and the importance of anti-racism.*

- **Inclusive Curriculum:** Implement anti-racism education programs that integrate diverse perspectives and histories into the curriculum, fostering empathy, tolerance, and cultural appreciation.
- **Student-Led Workshops:** Encourage students to organize workshops, presentations, cultural festivals, dialogues, and art exhibitions to educate their peers about different cultures, histories, and the importance of inclusivity.

- **Restorative Justice Circles:** Promote restorative justice practices into disciplinary processes, creating opportunities for dialogue, reconciliation, and learning.
- **Media Literacy Programs:** Use media literacy programs to help students critically analyze and understand media representations and stereotypes.

## Collaborative Change

*Objective: Forge partnerships and collaborations to amplify the impact of anti-racism efforts.*

- **Community Partnerships:** Collaborate with local organizations, advocacy groups, universities, and mental health services to share knowledge, resources, and experts on anti-racism, mental health, and social support.
- **Inter-District Networking:** Participate in the Racial Equity Network with other school districts, sharing best practices, experiences, and resources and fostering cross-district initiatives to combat racism.
- **Mental Health Services:** Collaborate with mental health professionals to offer culturally competent counselling and support services to students experiencing racial trauma.

## Capacity Building

*Objective: Equip staff and students with the knowledge and skills necessary to address racism and promote equity.*

- **Mandatory Training:** Provide anti-racism training, cultural competency workshops, trauma-informed care training, and professional development opportunities for all staff members, empowering them to recognize and address racism within the school environment.
- **Student Leadership Training:** Offer leadership programs that focus on diversity, equity, and inclusion, empowering students to become leaders in promoting anti-racism within their schools and communities.
- **Equity Toolkit:** Maintain the Abbotsford School District Equity Toolkit as a comprehensive resource for anti-racism education and action, ensuring consistency and alignment across the district.
- **Peer Education Programs:** Implement peer-led anti-racism education programs, diversity clubs, mentorship programs, and buddy systems to foster a culture of inclusion from an early age.

## School Support

*Objective: Ensure schools have the necessary resources and support to implement anti-racist practices.*

- **Equity Funding:** Allocate funding and resources to schools based on their specific equity needs, recognizing that different schools may require unique approaches to address racism.
- **District-Wide Equity Team:** Establish a district-wide equity team comprising educators, students, parents, and community representatives, responsible for monitoring and supporting schools' anti-racism initiatives, fostering collaboration, and sharing best practices.
- **Recognition and Celebration:** Recognize and celebrate schools and individuals who make significant strides in advancing anti-racism efforts within the district, motivating continued progress.
- **EDIA Network:** Build on the existing EDIA network to allow others to champion change
- **Critical Incident Response Team:** Establish a critical incident response team to support schools in dealing with issues of racism.

## Conclusion

The Abbotsford School District's commitment to anti-racism is a comprehensive and dynamic effort. Through active community engagement, removing systemic barriers, increased awareness, collaborative change, capacity building, and unwavering school support, we aim to create an inclusive educational environment where all students can thrive, irrespective of their racial or ethnic background. Together, we embark on a path towards a more equitable and just future for Abbotsford's students and community, reflecting the values of our province and nation.





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