



# Southeast Kootenay School District

## K-12 Anti-Racism Action Plan



### Vision

Students in British Columbia 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. 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.

The Government of British Columbia has launched a provincial K-12 Anti-Racism Action Plan to support school districts in their commitment to anti-racism initiatives in their school communities. This Action Plan is a multi-year framework meant to directly address racism in education. It includes six priority areas of action: Community Voice, Removing Barriers, Raising Awareness, Collaborative Change, Capacity Building, and School Support.

This Action Plan empowers students and staff to take action to address acts of racism and discrimination at school. The ultimate goal of the K-12 Anti-Racism Action Plan is to dismantle systemic racism and create school communities that welcome and support people of all backgrounds.

Download the [Provincial K-12 Anti-Racism Action Plan](#).

### Local Action Plan

The School District No. 5 (Southeast Kootenay) (the “District”) Action Plan (the “Plan”) is a multi-faceted approach that aims to be preventative in terms of educating staff and students to understand the impact incidents of racism and hate have on school communities and will offer pathways toward inclusion and healing moving forward.

The Plan emphasizes a common training tool for all staff, which is applicable to students, parents, and community members as well. There is also a warehousing of resources and learning opportunities and a local Inclusion Calendar as part of the provincial K-12 Anti-Racism Action Plan.

When dealing with specific incidents of racism, the Plan details the District’s Code of Conduct as well as provincial standards for responding to acts of racism and hatred.

### Understanding the Impacts

### **Learning to be Anti-Racist**

[Learning to be Anti-Racist](#) is an online, module-based, introductory course designed as professional learning to support everyone who works within British Columbia's education system. This is the baseline training expected for school personnel.

### **ERASE website**

[The ERASE website](#) contains Resources and Professional Learning for Educators. This is a Ministry site dedicated to providing school personnel with classroom and school resources and learning opportunities in diversity and inclusion. Check here for the latest resources and curriculum changes.

### **SD5 Inclusion Calendar**

The [inclusion calendar](#) guide is provided to support school districts and/or schools to create or enhance an inclusive school calendar where everyone can see themselves identified, welcomed, and valued.

After gathering input from our communities, the District has created an inclusion calendar to recognize dates of significance as identified by our families. This is a living document that will continue to grow, honouring and celebrating the diverse cultures, gender expressions, and the wide range of abilities and disabilities represented within our school communities.

### **Community and Student Engagement**

Community and student engagement involves students and community partners in ongoing conversations to help inform areas of strength and potential areas of improvement within the Plan. This has included the District Student Advisory Council, school-based leadership and representatives from organized groups within the District. Future plans also include Anti-Racism Action Plan community engagement nights for public feedback.

### **Accountability**

Accountability involves an ongoing review of qualitative and quantitative data points at the school and district level. Specifically, there will be yearly tracking of incidents that require response through the [Code of Conduct](#) or [Racism Response Guidelines](#). Additionally, there will be a yearly tracking of student responses to questions in this area from the Student Learning Survey.

## **Moving Forward**

### **District Code of Conduct**

The [Code of Conduct](#) empowers school communities to address and respond to specific incidents of racism within their sphere of influence. This allows schools and school leaders to proactively frame acceptable words and actions as part of educating school communities to be anti-racist.

### **Provincial Racism Response Guidelines**

These [guidelines](#) provide a step-by-step response plan for school staff in dealing with incidents of racism.