



## SD33 Racism Response Plan

At Chilliwack School District Schools, we are committed to fostering a safe, inclusive, and respectful learning environment for all students. With the [B.C. Ministry of Education's Racism Response Guidelines](#), School [Code of Conduct](#)'s and [District Priorities and Values](#) this plan outlines how we will respond to incidents of racism and racial harm.

### What Staff Can Do

- **Interrupt Harm Immediately:** Use respectful language to name racist behaviour (e.g., "That comment is harmful and not okay here.").
- **Support the Harmed Student:** Offer a safe space, listen actively, and validate their experience without requiring them to retell it repeatedly.
- **Hold Students Accountable:** Apply appropriate consequences through progressive, restorative practice and learning opportunities for those who cause harm. Refer to Administration if necessary.
- **Document and Report:** Record the incident factually and notify Administration.
- **Educate and Reflect:** Engage in anti-racism training, explicitly teach Anti-Racism and model "what students can do" section below, use inclusive materials, and promote cultural humility in the classroom.
- **Restore Community:** Use restorative practices to rebuild trust and foster understanding among students.

### What Students Can Do

- **Speak Up Safely:** If you witness racism, and feel safe to do so, use respectful language to name the racist behaviour ("Stop, that comment is not okay to say here"). Tell a trusted adult. You can also use [anonymous reporting tools](#).
- **Support Peers:** Show kindness and solidarity to classmates who experience racism, in peaceful ways.
- **Learn and Grow:** Participate in classroom discussions about diversity, respect, and inclusion.
- **Be Accountable:** If you are a part of racism or racial harm, take responsibility, listen, and engage in learning to make things right.

### What Parents Can Do

- **Talk About Racism at Home:** Have open conversations about respect, fairness, and inclusion.
- **Support Your Child:** If your child experiences or witnesses racism, listen and connect with your child's teacher.
- **Partner with the School:** Attend school events, workshops, and meetings focused on equity and inclusion.
- **Model Anti-Racism:** Demonstrate inclusive values in your own actions and language.

### What Admin WILL Do

- **Respond Promptly:** Investigate all reported incidents of racism with care and confidentiality.
- **Ensure Safety and Support:** Provide emotional and practical support to harmed students and staff.
- **Hold Students Accountable:** Apply appropriate consequences through progressive, restorative practice and [learning opportunities](#) for those who cause harm.
- **Communicate Clearly:** Inform families about incidents and actions taken, while respecting privacy.
- **Lead Professional Learning:** Facilitate ongoing staff training in anti-racism, trauma-informed practice, and restorative approaches.
- **Monitor and Improve:** Review school climate regularly and adjust strategies to ensure a respectful, inclusive environment.