

November 25, 2021

Dear parents, guardians and families,

Last year, Edmonton Public Schools strengthened our commitment to work toward anti-racism and equity in our schools. As a Division, we have a responsibility to ensure every student and staff member feels they belong and can succeed.

Today, I'm pleased to share an update with you about our progress.

### **Taking action in this school year**

I'm honoured to share the Division's plans to address racism and equity this school year. Rooted in kindness and empathy, this plan identifies three key areas for improvement, and outlines specific steps we'll take to address them.

In 2021–22, we will:

- support schools through professional learning that takes an anti-racism, equity and inclusion lens. This includes helping schools as they work with students through complex, racialized situations.
- review human resources practices, including how we hire staff and develop leaders.
- develop a model to collect additional student demographic data, so we can gain a deeper understanding of students and their needs.

In the coming weeks, we will also translate key information about this year's plan into some of the languages families speak at home. We'll share translated information with families through their school and on [epsb.ca](https://www.epsb.ca).

### **Listening and learning**

As part of this work, students, staff and community members have shared their perspectives and lived experiences—through staff listening circles and small group discussions—while many others listened and learned.

I was fortunate to take part in some of these very powerful conversations. These perspectives and experiences helped to shape our Division's plan to address racism and equity for students, staff and communities over the next several years.

**Commitment and accountability this school year and beyond**

These are some of the early steps in a multi-year journey for Edmonton Public Schools. Students and families can expect regular updates and news on [epsb.ca](https://www.edmontonpublicschools.ca) related to this year's plan as the school year progresses. The Division will work with staff, families and community members in future years to create new action plans that keep our work focused and meaningful.

I am committed, personally and in my role as Superintendent, to continue these challenging but necessary conversations and to be transparent about our progress toward anti-racism and equity in our schools and communities.

Sincerely,



Darrel Robertson  
Superintendent of Schools

