

## About Equitas

Equitas is a Canadian education non-profit organization that works for the advancement of equality, social justice and respect for human dignity in Canada and around the world.

Working with diverse groups in Canada and internationally for more than 50 years, Equitas' participatory education programs have been used to raise awareness, change attitudes, behaviours and practices, and support groups to develop strategies to promote equity and counter discrimination. We have an established office in BC where we work with over 50 partners that span school districts, education partners, post-secondary institutions, community-based organizations, and municipalities working on actions for social change.

## What do we do?

We work with community and education sector partners to strengthen their work on systems change. We help to identify with partners where inequity is present in their organizational and/or educational context and provide training, educational tools, and coaching support to enable them to address issues that are important to them using a human rights-based approach that engages staff, students, and community members in driving change.

We work with partner organizations to identify needs and to co-create:

- participatory capacity-building training
- practical resources and educational tools
- coaching and support in integrating an anti-racism and human rights-based approach into programs, practices and policies, and
- ongoing opportunities for dialogue and exchange about good practices in promoting equity and countering discrimination within organizations, schools and in communities.

## How have we been supporting anti-racism work in the BC education system?

From 2021 to 2023, Equitas worked closely with the BC Ministry of Education and Child Care to develop core educational tools and networks to support anti-racism systems change. We have just completed a foundational Anti-Racism Online Learning Module for use across the education sector that will introduce all staff within the sector to what anti-racism is and how to integrate anti-racism actions and practices within their everyday work. We have also developed the first two introductory sections of an Anti-Racism Resource Guide that compiles good practices in advancing anti-racism actions within diverse educational contexts. These sections look at applying a trauma-sensitive approach in anti-racism work and how to enable effective youth engagement. The Ministry of Education and Child Care will hopefully make these resources available to the sector soon.

We have also been:

- Bringing together collaborative networks in the K-12 sector to share lessons learned and good practices, to talk about priorities in anti-racism work, and to create opportunities for exchange of ideas and collaboration.
- Offering training for staff at schools on how to build inclusive communities using a human rights-based approach.
- Supporting youth participation in ongoing conversations about anti-racism through the BC Minister of Education and Child Care's Youth Dialogue Series on Social Justice, and the pilot Minister of Education and Child Care's Anti-Racism Youth Working Group.
- Collaborating with system leaders across the province to think about how to advance the anti-racism agenda and support the implementation of the BC Ministry of Education's K-12 Anti-Racism Action Plan.
- Providing specialized professional development across the sector on integrating anti-racism approaches that are trauma-sensitive and work towards building cultural safety.
- Organizing and designing large-scale anti-racism convenings, including the inaugural two-day BC K-12 Educators Anti-Racism Summit co-hosted with the Burnaby School District in October 2023.

## What can we offer to strengthen the K-12 Sector's work?

- Half day, 1-day, 2-day customized trainings to introduce participants to what anti-racism is and why building an inclusive educational community is important.
- Half day, 1-day, 2-day workshops with staff on how to map where racism is present in their educational contexts and what anti-racism actions and practices can be used to counter racism and create inclusive equitable learning spaces for all students.
- Facilitate accompaniment for cohorts doing the Ministry of Education's Anti-Racism Online Learning Module once the Ministry releases the tools, and coaching to develop an anti-racism action plan.
- Facilitate community of practices, sharing of experiences, examples of lessons learned and follow-up learning opportunities after training.
- Support anti-racism planning within annual and strategic planning processes.
- Evaluation of outcomes (survey design, compiling of results, and sharing outcome and impact).
- Plan, develop, and facilitate conferences and events to encourage action and dialogue on anti-racism topics, priorities, and skills.

**We would love the opportunity to connect with you further to discuss options for collaboration.**