

September 15, 2022

Dear parents & guardians,

In November 2021, the Surrey Board of Education directed the Superintendent to commence work on a plan to promote racial equity across the district. This work included setting up a special Racial Equity Advisory Committee, which was tasked with putting forth a set of recommendations to the Superintendent for consideration.

These recommendations were informed and guided by the expertise of the committee and stem from an environmental scan that was commissioned by the board to gather input on racism and the lived experiences of IBPOC members of our school communities. An early draft of this environmental scan was shared publicly in [November 2021](#) and was recently finalized.

I received the committee's recommendations this summer. Upon careful consideration, our district identified three initiatives that will help us build a foundation for our work moving forward. These initiatives were presented at last night's board meeting and were unanimously approved by trustees.

The initiatives that our district will move forward on immediately are:

1. Finalize and publicly post the environmental scans and committee recommendations

There are two scans – one on the district, and a detailed scan of one school. Queen Elizabeth Secondary was selected at the request of the school's administration team. The [district report](#) and [QE report](#), along with [committee recommendations](#) are now finalized and available publicly.

2. Create a new racial equity department

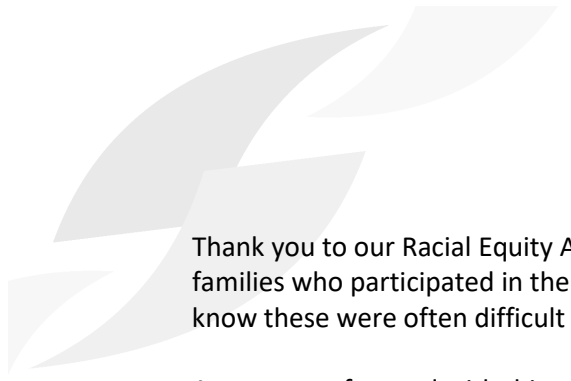
In the coming weeks we will establish a department and begin recruitment for a director of racial equity. The board has allocated appropriate budget to support the new department, including hiring two helping teachers and administrative support.

3. Develop a five-year racial equity plan

By June 2023, we will present a 5-year plan outlining how the district will begin to strategically address racial equity, taking into consideration the recommendations provided in the reports as a roadmap.

These initiatives will complement the anti-racism and equity work that has been ongoing in the district and will help build a foundation for our work moving forward. We will work to implement these three initial initiatives in a timely manner and within our organizational and governance structure so that change is both sustainable and systemic.

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Thank you to our Racial Equity Advisory Committee and all 500 of our staff members, students and families who participated in the environmental scan and shared their personal experiences with racism. I know these were often difficult conversations, and I am grateful for your openness, time and input.

As we move forward with this work, I want to reaffirm our commitment to change. We are committed to strengthening our anti-racism efforts and transforming our racial equity goals and objectives into tangible action items that are adaptive, structural, systemic, strategic and measurable.

Sincerely,



Mark Pearmain
Superintendent/CEO
Surrey School District

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