



How is Pearson Canada addressing DE&I in our K-12 content?

We are dedicated to fighting systemic racism and creating bias-free content that reflects the diversity of K-12 learners in Canada. That work includes developing diversity, equity, and inclusion plans for our titles, guided by Pearson's Editorial Policy, the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code, and relevant Truth and Reconciliation Commission of Canada Calls to Action.

We are engaging independent DE&I reviewers to formally assess selected titles each year. These reviewers are experienced diversity, equity, and inclusion experts who review our educational content specifically through a DE&I lens. We plan to review at least 50 titles per year to ensure most of our recent titles will be reviewed by 2024. As we complete reviews, our content teams will develop remediation plans so that titles reflect up-to-date DE&I standards.

In addition to bias reviews, our Product teams are trained to implement Pearson's Editorial Policy and Race & Ethnicity Guidelines, building DE&I into new titles.

New Products in Development

As we develop new resources, we are committed to following Pearson's Editorial Policy and Race & Ethnicity Guidelines, which means that we are:

- establishing more diverse teams in all phases of research, development, and production,
- diversifying our author and reviewer teams,
- reflecting the diversity of people, perspectives, and cultures in Canada.

Examples of our DE&I work in 2022:

French

- Reviewed *Échos Pro* levels 1-3 and applied recommendations to all 15 student resources (primarily representation in photos and some activities).
- Reviewed *Mon réseau, ma vie* and *Points de connexion*. Recommendations will be applied in 2023.

Literacy

- Reviewed over 500 elementary Little Books from a DE&I perspective.
- Established a review and tracking process with DE&I experts.
- Worked with more diverse authors and reviewers.
- Developed new books that support Canadian DE&I perspectives, which are available in print and through *Spark Reading*.

K-8 Mathematics

- Connected with DE&I leaders in Ontario, Alberta, and Yukon to explore ways to support equitable, representative, diverse math learning experiences.
- Organized two Listening Circles with Indigenous Educators in Alberta to discuss ways to build authentic Indigenous ways of learning into math lessons. Some participants authored First Nations, Métis and Inuit (FNMI) specific lessons.
- Expanded diversity of the authoring teams across grades.
- Built DE&I reviews and tracking tools into our development processes.
- Supported representation and inclusion with modifiable classroom slides, inclusive conversations and reflections on topics such as social justice, citizenship, and environment.

Religion

- *Growing in Faith, Growing in Christ* grade 8 was reviewed by experts for mental health, equity, and inclusiveness and by Indigenous consultants before publication.
- *Growing in Faith, Growing in Christ* grades 4-7 were reviewed by our DE&I team.
- The team participated in workshops about equity and inclusiveness, how to communicate respectfully and fairly, and Truth and Reconciliation—how we got to where we are now, and how we move forward on this ongoing learning journey.
- *Growing in Faith, Growing in Christ* kindergarten is being reviewed by experts for mental health, equity and inclusiveness, as well as by Indigenous consultants before publication.

Social Studies

- Reviewed selected secondary backlist titles and decided to place identified titles out-of-print (Crossroads, History/Geography 7 and 8).

Plans for 2023

In 2023, we plan to:

- Continue to review existing K-12 titles and remediate them as necessary.
- Expand the number of new titles we have in order to increase the level of diversity in our resources.
- Continue to build DE&I into and across our processes, from concept development to authoring and reviewing.
- Continue to support inclusive classroom conversations and reflections through our resources.
- Continue to engage teams that authentically represent the diverse voices of Canadian learners.

Elementary

French

- Continue to review existing grade 7-12 titles and include DE&I in the process when creating new titles.
- Apply recommendations to *Mon réseau, ma vie* grades 7/8 and *Points de Connexion* grade 9.
- Expand DE&I review to *Jusqu'au bout!* grades 10-12.

Literacy

- Continue conversations with DE&I literacy leaders and respond to expert reviews.
- Develop a plan to offer expanded perspectives and representation across the K-6 list.

Mathematics

- Expand the Listening Circles to engage Indigenous educators.
- Collaborate with Indigenous educators to build classroom supports for non-Indigenous teachers.
- Support inclusive conversations and reflections in the math classroom.
- Build DE&I into future math titles, emphasizing grades 7-12.

Religion

- Continue with DE&I reviews for *Growing in Faith* kindergarten before publication in 2023.
- Increase the diversity of our reviewers for grade 9.
- Continue the DE&I reviews for earlier grades and implement recommendations.
- Follow-up meeting(s) with the editorial team regarding our Truth and Reconciliation Commission learning journey with our Indigenous leader.

Secondary

- Review selected titles and create remediation plans where necessary.

How to report DE&I issues & concerns

Pearson has created a “Report Bias Portal” on Pearson.com to encourage dialogue with educators and users about DE&I in Pearson products or services.

If someone feels a resource or service lacks diversity, perpetuates stereotypes, or presents bias against any group, they can report their concerns through the portal or contact their local representative.

Access the Report Bias Portal here www.pearson.com/report-bias.html



What happens when something is reported?

For Canadian products, once the Content Team is made aware of the issue or concern, they will immediately respond to the person who submitted the concern to let them know we take the matter seriously, and we will follow up once we have an action plan.

The Publisher will then work with the larger team, including our DE&I experts and authors, to determine how to address the issue or concern. Once an action plan is established, the Publisher will share next steps with the person who submitted the concern.

What is the timeline for addressing a concern or issue?

We intend to respond within one business day. Depending on the issue or concern, developing an action plan could take one to three business days, or it could take one to three months if we need to follow up with our DE&I experts and perform a deeper review of the content or issue. The Publisher will let the person who submitted the concern know the expected timeline and will follow up once an action plan is established.