



Addressing Diversity, Equity, & Inclusion (DE&I) in our Content

What is Pearson Canada doing to address DE&I in our K-12 content?

We are dedicated to fighting systemic racism and creating bias-free content that reflects the diversity of all learners. We are developing diversity, equity, and inclusion plans for our titles. In implementing these plans, we will be guided by Pearson’s Editorial Policy, the Canadian Charter of Rights and Freedoms, Ontario Human Rights Code, and relevant Truth and Reconciliation Commission of Canada Calls to Action.

For the majority of our titles we will engage independent DE&I reviewers to deliver a formal assessment. These reviewers are experienced diversity, equity, and inclusion experts who review our educational content specifically through a DE&I lens. Our plan is to review at least 50 titles per year, meaning that the majority of our active titles will be reviewed by 2024. As reviews are completed, our content teams will develop remediation plans so that titles reflect the most up-to-date DE&I standards.

In addition to bias reviews, our Product teams are receiving training on Pearson’s Editorial Policy and Race & Ethnicity Guidelines. Following the completion of bias reviews, we create plans for Remediation or revision.

Where/how to report issues & concerns?

Report Potential Bias Portal - [Report bias \(pearson.com\)](https://www.pearson.com/report-bias)

Pearson created a “Report Bias Portal” on Pearson.com to encourage dialogue with educators and users about Pearson products or services that they feel lack diversity, perpetuate stereotypes, or present bias against any group. Issues and concerns can be reported here or to your local representative.

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 reporter/educator to let them know that 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 reporter/user.

What is the timeline for addressing a concern or issue?

Our intention is 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 reporter/customer know the expected timeline and will follow up once that action plan is established.

Approaching New Products in Development

As we develop new resources we are making a commitment to follow Pearson's Editorial Guidelines, which means that we are:

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