



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. We are developing diversity, equity, and inclusion plans for our titles, guided by Pearson's Editorial Policy, the Canadian Charter of Rights and Freedoms, Ontario Human Rights Code, and relevant Truth and Reconciliation Commission Canada Calls to Action.

For existing titles we are reviewing, we are engaging 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 so that most of our recent titles will be reviewed by 2024. As reviews are completed, our content teams develop remediation plans so that titles reflect the most up-to-date DE&I standards.

In addition to bias reviews, our Product teams are trained on Pearson's Editorial Policy and Race & Ethnicity Guidelines, and building DEI into the development process.

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

Examples of our DEI work in 2021:

French

We reviewed Echos Pro 1-3 FSL and updated some content to reflect diversity and inclusion.

Literacy

We reviewed 50 titles in Spark reading, and began a new project to add to the number of readers that offer greater diversity

Mathematics

We did extensive research on how to approach DEI in K-9 math, developing a new way to customize, localize and share math lessons so that they offer more choice and voice

Religion

We reviewed Grades 6, 7 and 8, addressing DEI by revising selected content and including some missing stories. Grades 1 – 5 will undergo a similar review.

Social Studies

We reviewed selected titles, and made decisions to place identified titles out-of-print

Plans for 2022

In 2022, we plan to:

- continue to review existing titles and remediate as necessary
- expand the number of new titles we have to increase the level of diversity
- Continue to build DEI into our development processes

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.