

## Matrix – Council

The College has an ongoing and long-standing commitment to equity, diversity and inclusion (EDI) and desire that these principles are reflected into every aspect of our work. Focusing on anti-oppression while addressing systemic racism, the College desires to create a more inclusive, welcoming culture. Council, committee and roster members will bring diverse and inclusive perspectives and insights to their decision-making roles protecting Ontario’s students and serving the public interest.

The following elements will be reflected amongst the overall complement of governing Council members. During any given period, some competencies or demographics will be better reflected than others. As Council member appointments transition, this tool will assist in identifying whether the competencies, skills and demographics of individuals are appropriately reflected in order for Council to best serve Ontario’s students and the public interest.

Council and Subcommittees Matrix		Total	1	2	3	4	5	6	7	8	9	10	11	12
<b>A. Demographics and Diversity [from Application Form]</b>														
Identifies as female														
Identifies as male														
Identifies as non-binary														
Prefers not to answer														
Self-identification question: Francophone <i>For the purposes of this application, Francophone includes individuals who are proficient in the French language (listening, speaking, reading and writing) and identify as part of the francophonie</i>	Per O.Reg. 594/21 and 563/21, at least one College member and one non-College member who identifies as Francophone													
Self-Identification question: 2SLGBTQIA+ <i>For the purposes of this application, 2SLGBTQIA+ includes people who identify as two-spirit, lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual and additional sexual orientations and gender identities</i>														
Self-Identification question: Indigenous First Nations, Inuit, Métis person <i>For the purposes of this application, Indigenous persons includes people who</i>	Per O.Reg. 594/21, at least one non-College member who identifies as Indigenous													

Council and Subcommittees Matrix		Total	1	2	3	4	5	6	7	8	9	10	11	12
<p>identify as First Nations (Status, non-Status, Treaty), Inuit or Métis Native or North American Indian</p>														
<p>Self-Identification question: Racialized person  <i>For the purposes of this application, racialized persons are people (other than Indigenous First Nations, Inuit or Métis persons) who are non-white in colour and/or non-Caucasian in race, affected by racism or discrimination that may be based on skin colour, origin, religion, language and so forth, regardless of their place of birth or citizenship. (Sometimes referred to as “racially visible” or “visible minority”)</i></p>														
<p>Self-Identification question: Person with disabilities  <i>For the purposes of this application, persons with disabilities are people who have a chronic, long-term or recurring physical, sensory, mental, learning or intellectual impairment that, in interaction with a barrier, hinders that person’s full and effective participation in society functional conditions of a chronic, long-term or recurring physical, sensory, mental, developmental, learning or intellectual nature that affect one or more major life activities</i></p>														
<p>English-language fluency  <i>Fluency being defined as the ability to participate in panel work or committee deliberations [Application and Interview]</i></p>														
<p>French-language fluency  <i>Fluency being defined as the ability to participate in panel work or committee deliberations [Application and Interview]</i></p>														
<p>Ontario Certified Teacher [An Ontario Certified Teacher is a College member in good standing who has paid their annual</p>														









