



Ontario's Teaching Regulator
L'organisme de réglementation
de l'enseignement en Ontario

Memo

Date: November 25, 2022

To: Council of the Ontario College of Teachers

From: Stefanie Muhling, OCT
Manager, Standards of Practice and Education

Subject: Pre-Meeting Preparation – Equity, Diversity, Inclusion Info Session

During the December 8, 2022 Council meeting, Council members will participate in an information session entitled *Equity, Diversity, Inclusion – Our Roles and Our Tools at the Ontario College of Teachers*. The session will focus on the role the College plays in promoting diversity, equity and inclusion in Ontario's classrooms.

Council members are requested to reflect on the following questions prior to the session:

1. What does Equity, Diversity and Inclusion mean to me as an individual?
2. What does Equity, Diversity and Inclusion mean to me in my professional life?
3. What does Equity, Diversity and Inclusion mean to me in the context of governance?

Council members may find the following definitions helpful:

Equity: fairness, impartiality, even-handedness. A distinct process of recognizing differences within groups of individuals, and using this understanding to achieve substantive equality in all aspects of a person's life.

Diversity: the presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background and expertise.

Inclusion: appreciating and using our unique differences – strengths, talents, weaknesses and frailties – in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.

<http://www.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms>