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Setting the Standard for Great Teaching  
Fixer la norme pour un enseignement de qualité

September 2, 2020

The Honourable Stephen Lecce  
Minister of Education  
438 University Avenue, 5<sup>th</sup> Floor  
Toronto ON M7A 2A5

Dear Minister Lecce,

The Ontario College of Teachers supports the Ministry of Education's recently announced equity initiative to eliminate racism and discrimination from Ontario's education system.

The College was included in plans to issue a professional advisory for the College's members and to amend the *Ontario College of Teachers Act* (OCTA) to ensure clear, transparent and effective accountability, and recourse measures in responding to instances of anti-Black racism and discrimination.

We understand that this will entail expanding school board reporting requirements outlined in the OCTA as well as amendments to the College's professional misconduct regulation to include explicit references to racist and discriminatory acts. The College is reviewing best practices, including the appropriate responses to specific acts and conduct. The OCTA currently provides for a range of penalties that may include revocations, suspensions, fines, terms, conditions, limitations, reinstatement ineligibility, reprimands, admonishments and counselling. Racist remarks or behaviour by Ontario Certified Teachers can constitute professional misconduct and may be subject to the aforementioned penalties. The College looks forward to working with Ministry staff to define Ontario's zero-tolerance approach to racism and how it can be implemented effectively.

As you are aware, we recently announced that the College would develop Additional Qualification guidelines for an anti-Black racism course that we will look to implement later this fall. Karen Murray, the Centrally Assigned Principal for Equity, Anti-Racism and Anti-Oppression at the Toronto District School Board, will be leading the development of these guidelines. Moreover, we also want to share that plans are currently underway to provide training for Council and committee members, as well as College staff, on anti-Black racism, inclusivity and unconscious bias.

We look forward to working with you and Ministry staff to enact important legislative changes to address racism and discrimination in a timely manner.

Sincerely,



Nicole van Woudenberg, OCT  
Chair of Council



Chantal Bélisle, OCT  
Deputy Registrar

NvW/CB/TC/tk-ccs