



TEACHERS OF ENGLISH  
AS A SECOND LANGUAGE  
ASSOCIATION OF ONTARIO

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# Diversity, Equity and Inclusion at TESL Ontario

## TESL Ontario Anti-Racism Statement

As an English language education organization, we recognize that institutional racism has profound negative impacts for racialized colleagues, learners and communities. As ambassadors to Canada, TESL Ontario professionals play a significant role in helping language learners gain the language skills required to thrive in their community. As such, we are committed to dismantling racism by instilling values such as equity, diversity, inclusion and multiculturalism in all facets of our profession.

TESL Ontario commits to continuously raising awareness about and confronting discriminatory behaviour and systemic racism.

TESL Ontario has committed to the following tangible actions:

- Encourage more conversations through articles and blog posts that tackle specific issues experienced in marginalized communities.
- Offer increased opportunities for professional development and support around the topics of race and discrimination, such as webinars, conference sessions, workshops, and collections of classroom teaching materials.
- Support racialized and/or marginalized members of our organization by providing them with platforms (e.g. blog posts/webinars) to raise awareness for issues in their communities related to English language training.
- Continue to provide a safe space for BIPOC members to participate in committees, boards, and other volunteer opportunities.
- Condemn acts of systemic racism and discrimination in the field of English language education across our platforms.

We hold ourselves accountable to these commitments and the continuous learning involved in enacting them.

## TESL Ontario Diversity Statement

At TESL Ontario, diversity, equity and inclusion (DEI) are central to our organization's identity and membership. Our commitment to these core values is and always will be unwavering, as they guide to represent all provincial stakeholders in English language education. Centering diversity ensures that our actions are encompassing of all of our members and help to inform equitable and inclusive decisions, projects and initiatives.

## Guiding Principles for Diversity, Equity and Inclusion practices

**Values:** We are committed to the core values of this organization and will continue to work to enact these values of diversity, equity and inclusion (DEI).

**Diversity, Equity and Inclusion:** We commit to considering the DEI implications of all policies, procedures and practices as they are developed and/or reviewed.

**Bias:** We acknowledge that individual and institutional bias impacts the members of our community, and we commit to continuously checking our assumptions and considering diverse perspectives in our decision making.

**Transparency:** We commit to openly communicating with our members on our diversity, equity and inclusion efforts, and will actively engage the community for feedback and diverse viewpoints which will be incorporated into our work.

**Accountability:** We commit to identifying and addressing bias, discrimination, and microaggressions. We commit to holding the organization, the members of the DEI committee and the TESL community accountable for the enactment of DEI values in the TESL profession.

**Educate, inform and raise awareness:** We commit to supporting the DEI education of staff, volunteers and the broader TESL community through webinars, blog posts, round tables and other engaging educational opportunities.

**Hiring and volunteer recruitment practices:** We commit to applying DEI principles to the recruitment of staff, volunteers and members.

## Definitions

*A thorough glossary of DEI terminology can be found on the UBC Equity & Inclusion Office's website at <https://equity.ubc.ca/resources/equity-inclusion-glossary-of-terms/>.*