



Ontario Institute for Education Leadership

Ontario Leaders Collaborating

for Student Achievement, Equity and Well-being

STRENGTHENING EQUITY, DIVERSITY AND INCLUSION AWARENESS

Professional Responsibility

You are walking down the hallway at a secondary school on a school visit with the administrative team who are proudly talking about the great work being done by the math department. As students begin transitioning from lunch to their afternoon class, your conversation is interrupted by a disturbance that you witness among several students walking past you. Two groups of students (of multiple gender identities) are bantering loudly and may be agitated. You clearly hear several students making racial slurs and misogynistic references to each other. The hallway is full of students and staff who also hear this language. Neither the administrative team nor the nearby staff react to the students. What do you do?

REFLECTIVE QUESTIONS:

1. As a visiting Superintendent, what are the range of interventions available to you in your role to address what you have witnessed?

2. Who is impacted and potentially harmed by the use of the language that you heard?

3. What are the key components of your follow up and next steps?
