



Ontario Institute for Education Leadership

Ontario Leaders Collaborating

for Student Achievement, Equity and Well-being

STRENGTHENING EQUITY, DIVERSITY AND INCLUSION AWARENESS

The Use of a Racial Slur by A Racialized Presenter

During a Black History Month presentation at a secondary school, the presenter makes use of the “n” word. The Principal is very upset and contacts you. The presenter, who identifies as black, is well respected in the Board and in the community for being a leader and a champion of equity work. The fact that the presenter used the “n” word is very surprising to you as he has been supporting the Board’s work in building awareness around the harm that is caused to staff and students by the use of any slur or epithet. The principal lets you know that the presenter is heading to another secondary school for an afternoon presentation. You have a good relationship with the presenter and decide that you are going to call him.

REFLECTIVE QUESTIONS:

1. How do you communicate your concern about the use of the “n” word to a black racialized person who is a respected member of the community?

2. What will you do if the presenter states that he is using the language to teach students about the origin of the “n” word?

3. How will you support the administrators of the secondary schools impacted by the presentation?

4. Do you think follow-up with the teachers and students who participated in the event is necessary? If yes, why do think so and what would the follow-up look like? If not, why not?
