

## OISE EQUITY & DIVERSITY POLICY

OISE is strongly committed to social justice in everything it does. This means that we are committed to the just treatment of each individual member of our community and the communities we serve. It also means that we are especially vigilant to ensure that differences are not treated in ways that produce direct or indirect forms of discrimination.

These differences have been named, for example, by the [Ontario Human Rights Code](#) and include: aboriginal ancestry, race, colour, culture, ethnicity, language, ability, disability, class, age, ancestry, nationality, place of origin, faith, religion, sex, gender, sexual orientation, sex or family status, marital status, gender identity. Although we have named differences by using the terminology of the Ontario Human Rights Code, we understand that this terminology is often contested and in flux.

Our commitment to social justice also means that those with whom we work and live, who experience individual or systemic discrimination for whatever reason are provided with the means to overcome social and physical disadvantages, to the best of our ability. It should be understood that equitable treatment sometimes involves similar treatment and at other times involves differential treatment in order to bring about an equality of results.

In the Master of Teaching field experiences, this means that every effort must be made to support the above statement and the [University of Toronto's Statement on Equity, Diversity and Excellence](#). The above statement and the University policy are consistent with those found within our partner school boards.

If a Teacher Candidate experiences discrimination or harassment of any kind, they should contact their Practicum Coordinator or the [University of Toronto's Anti-Racism and Cultural Diversity Office](#) at 416-978-1259

