

ETFO responds to OHRC report on anti-Black racism, discrimination in Ontario schools

For Immediate Release – March 27, 2025

TORONTO, ON - The following is a statement from the Elementary Teachers' Federation of Ontario (ETFO) on the Ontario Human Rights Commission's (OHRC) report [*Dreams Delayed: Addressing Systemic Anti-Black Racism and Discrimination in Ontario's Public Education System*](#):

"ETFO welcomes the OHRC's efforts over the last few years to address systemic anti-Black racism in education, including its release of *Dreams Delayed: Addressing Systemic Anti-Black Racism and Discrimination in Ontario's Public Education System*. All stakeholders, including unions, are complicit in the way anti-Black racism has been embedded into the fabric of the education system.

ETFO President Karen Brown represented the Federation at the OHRC's initial roundtable in June 2023. ETFO also responded to the Commission's call for [*written submissions*](#) and actively participated in both OHRC meetings, reinforcing our commitment to building a future free from anti-Black racism.

ETFO has long prioritized addressing anti-Black racism within education and beyond. While there is still significant work to be done by all stakeholders across the sector, we continue to expand our efforts through initiatives such as:

- including addressing anti-Black racism to ETFO's priorities
- creating Black educator leadership programs to foster representation and mentorship
- launching a public campaign to recruit more Black educators
- developing various professional learning workshops
- developing classroom resources
- providing financial support, including incentive funding for locals, and awards and scholarships for aspiring Black educators
- hosting the [*Generation Black: You're Next Symposium on Addressing Anti-Black Racism in Education*](#)

ETFO also echoes the Ontario Teachers' Federation's (OTF) concerns regarding the perception that unions are responsible for supervising educator conduct. While we are deeply committed to collaborating to achieve accountability within the system, this responsibility is largely the employers'. As a union, we remain focused on building awareness and informing educators, students, and the public on the ongoing need to dismantle anti-Black racism."

A [*joint statement*](#) was also issued by the OTF and its affiliates today.

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