



Council Briefing Note

Item: Name Change for Schedule C Additional Qualification: Teaching LGBTQ Students Regulation 176/10 – TEACHERS' QUALIFICATIONS

Public Interest Rationale: The proposed terminology is widely recognized and supported by the public, sector partners, and the 2SLGBTQIA+ community. The proposed terminology is also supported by the College's Standards of Practice and Education Committee who endorsed that Council make the request to the Ministry of Education to have the terminology amended.

Strategic Alignment: Supports the College's commitment to a regulatory model that is free from barriers.

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Issue

Currently, O. Reg 176/10: Teachers' Qualifications Regulation Schedule C includes an additional qualification (AQ) that is entitled as *Teaching LGBTQ Students*.

It is proposed that *Teaching LGBTQ Students* be changed to *Teaching 2SLGBTQIA+ Students*. This change reflects more inclusive and widely recognized terminology.

Background

On December 1, 2014, O. Reg. 239/14 was filed amending the Teachers' Qualification Regulation to include *Teaching LGBTQ Students* in Schedule C: Section 12(3) of O. Reg. 239/14:

12.(3) Schedule C to the Regulation is amended by adding the following: *Teaching LGBTQ Students*

The addition was informed by an environmental scan, engagement with community groups and College education partners.

When the College was developing the online application to fill the governance roles under the new governance structure, extensive research was done regarding the most current and widely recognized terminology for the self-identification questions. The original acronym, as approved by the Transition Supervisory Officer in 2021, was "LGBTQ2S+". The same acronym was used in developing the competency matrix used for Council as well as for the committee matrices.

As part of their mandate, Council's Selection and Nominating Subcommittee reviewed the competency matrix and requested some wording changes for the self-identification



questions. The first suggestion made by the subcommittee in May 2023 was to use “2SLGBTQ+”, which aligned with the TSO-approved change.” In July 2023, it was changed to “2SLGBTQIA+” and approved by Council in October 2023.

Recently, the College consulted organizations supporting the 2SLGBTQIA+ community, including *The 519*¹, *Egale Canada*² (formerly Equality for Gays and Lesbians Everywhere), and *pflag Canada*³ to seek input on updating its terminology to 2SLGBTQIA+ in College resources and communications. Additionally, the College conducted an environmental scan of the use of the terminology by the provincial organizations such as Ontario Health⁴, regulatory bodies such as the College of Physicians and Surgeons of Ontario⁵, and educational partners such as the Ministry of Education⁶.

The research confirmed that the terminology in this space has been evolving. While the College has been making informed updates to its nomenclature accordingly, more recently, the research confirmed that the term 2SLGBTQIA+ has been generally accepted by partners as the most current inclusive terminology. Emerging convention favours placing “2S” (Two-Spirit) at the beginning to acknowledge national efforts for reconciliation. Further, it was widely accepted that retroactive historical changes were not warranted by the consultation participants.

Finally, to align with evolving terminology, best practices, and the third enabler in the College’s Strategic Plan, the College replaced the term LGBTQ with 2SLGBTQ+ in the College Style Guide; the College intends to update the College Style Guide use of 2SLGBTQ+ terminology to include “IA”, in alignment with College Council and Committees current practice and partner advice.

Rationale

Research and consultation support the use of 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and the + represents any additional sexual orientations and gender identities) as current, inclusive and widely recognized terminology.

Risks and Mitigating Factors

There are no appreciable risks to the College should the motion be adopted. However, failure to update the College’s regulatory language with widely recognized terminology risks alienating members of the public who look to the College to be a leader in equity, diversity and inclusion practices and initiatives.

¹ <https://www.the519.org/>

² <https://egale.ca/about/>

³ <https://pflagcanada.ca/>

⁴ <https://www.ontariohealth.ca/about-us/our-work/our-stories/taking-pride-in-our-equity-work>

⁵ <https://www.cpsso.on.ca/en/Physicians/Your-Practice/Equity-Diversity-and-Inclusion>

⁶ <https://news.ontario.ca/en/release/1000346/ontario-supporting-2slgbtqi-students>



Recommendation

That Council approve a request to be made to the Ministry of Education for a regulatory amendment to O. Reg. 176/10 that would change the title of the above-named Schedule C AQ to *Teaching 2SLGBTQIA+ Students*.

Decision Sought

- 1. That Council request that the Minister of Education amend Regulation 176/10, Teachers' Qualifications Schedule C to change "Teaching LGBTQ Students" to "Teaching 2SLGBTQIA+ Students".**

Next Steps

Should Council approve the request for amendments to the above-named Schedule C AQ to *Teaching 2SLGBTQIA+ Students*, a letter will be sent on behalf of Council requesting that Minister of Education staff work with College staff to amend Schedule C of the regulation.