



Statement – Response to the OHRC Report – *Dreams Delayed*

April 2, 2025

On March 27, 2025, the Ontario Human Rights Commission (OHRC) released an action plan entitled [*Dreams Delayed: Addressing Systemic Anti-Black Racism and Discrimination in Ontario's Public Education System*](#). The Ontario Principals' Council (OPC), representing 5,400 elementary and secondary principals and vice-principals in the province's public schools, fully supports the OHRC's efforts in developing this report.

Despite various initiatives and policy changes over many years, anti-Black racism persists in school communities. As education leaders and duty holders, we have an obligation and an opportunity to engage in ongoing learning and interrupt patterns of oppression that have impacted Black students, staff and parents/guardians for generations. This responsibility falls on all educators, not just those who identify as Black.

In recent years, we have worked to support Black administrators through professional networks, mentorship and affinity groups. We have also engaged in anti-oppressive initiatives focused on school leadership and professional learning with all of our Members, particularly addressing anti-Black racism. Supporting the work of equity, diversity and inclusion initiatives is a core principle and essential part of the work of the OPC.

The OPC and our Members support the OHRC's specific focus on accountability and transparency and the importance of engagement by all education partners. Honouring and advocating for the human rights of students, staff, parents/guardians and school communities must be central to the work of all educators. Student well-being and the reclamation and celebration of Black humanity (Black Joy) are essential and achievable goals.