



BC TEAL POSITION STATEMENT AGAINST DISCRIMINATION ON THE GROUNDS OF NATIONALITY, ETHNICITY OR LINGUISTIC HERITAGE (2014)

The BC TEAL membership represents a diverse population of teachers from a variety of national, ethnic and linguistic backgrounds. BC TEAL recognizes the value of this diversity in our English Language Teaching and Learning community as it benefits our students, our institutions, and our profession. Research has shown that teachers who have ethnic, cultural, or linguistic backgrounds that are not part of the local cultural context can serve as powerful role models for students in their linguistic and cultural learning. In addition, hiring practices that favor certain ethnicities or linguistic backgrounds are discriminatory. It is an unsupported and erroneous notion that a certain ethnicity, accent, or national background gives a person an advantage as a teacher of English.

Rationale:

- The diversity of our teachers' backgrounds mirrors the diversity of our student population. Students benefit from having a wide range of role models for their linguistic and cultural learning.
- Teachers from a variety of national, ethnic, or linguistic backgrounds are valuable to employers, colleagues and students because of their experience with linguistic training, intercultural competence, and varied teaching contexts.
- All teachers regardless of linguistic or ethnic backgrounds should be evaluated and valued on the basis of their teaching competency, teaching experience, formal education and linguistic expertise.

BC TEAL stands in opposition to discrimination against teachers on the basis of their national, ethnic or linguistic background in terms of hiring, promotion, recruitment for jobs, or employment conditions.

2014 BC TEAL Conference, Richmond, BC