

**Annual Action Plan
Member Participation Survey
Provincial Council
November 2016**

INTRODUCTION

Delegates at the Annual Meeting of the Provincial Assembly (AMPA) 2014 voted, as part of the Annual Action Plan, to create a Member Participation Survey modelled on the Equity Survey conducted in 2010–2011 to determine the levels of participation in Federation activities of members of equity seeking groups. Equity seeking groups within OSSTF/FEESO are, women, members of colour, First Nations, Métis and Inuit members (FNMI), LGBTQ members and members with disabilities with a special consideration for francophone members.

This new survey was to help OSSTF/FEESO continue to reduce barriers of equity seeking groups while evaluating and improving efforts to engage all members in the Federation's responsibilities. The data collected will guide further initiatives to promote equity and inclusion in Federation activities.

With the approval of the Annual Action Plan, the Equity Advisory Work Group began the process of adapting the 2010–2011 Equity Survey to enable accurate collection of information in a manner consistent with results to ensure reliable comparisons. The process was conducted using the expertise of The Vector Poll to ensure consistency, reliable analysis, anonymity and integrity. The members of the Equity Advisory Work Group include:

Frank Gurney	District 3, Rainbow
Jenny Chen	District 12, Toronto
Jonelle St. Aubyn	District 19, Peel
Troy Maracle	District 29, Hastings-Prince Edward
Giulio Schincariol	District 30, Provincial Schools Authority Teachers
Cindy Dubué	Provincial Executive Liaison
Domenic Bellissimo	Director, Communications/Political Action
Wayne Milliner	Department Equity Officer/Secretariat Liaison

Since then, the work group has conducted the following surveys, and reports the findings and recommendations to November 2016 Provincial Council:

- AMPA March 2015
- Provincial Conferences
 - Status of Women Conference May 2015
 - Health and Safety Conference November 2015
- Summer Leadership August 2015
- Provincial Council November 2015
- Members of Bargaining Unit executives February–March 2016
- A representative sample of OSSTF/FEESO's entire membership February–March 2016

Based on the results of the survey, the Equity Officer, in consultation with the Equity Advisory Work Group, was asked to bring recommendations to Provincial Council arising from the surveying and analysis.

In undertaking this work, OSSTF/FEESO is participating in a trend that is already well established across the broader labour movement, amongst our employers, and within the education system. From the Canadian Labour Congress on down through the affiliates, action has been taken to promote equity for union members. Our Equity Statement is referenced in Appendix 2 of this report.

1. KEY FINDINGS

Consistent with the original survey the data shows that, with some notable improvements, inequities, bias, and discrimination continue to exist within Federation. Members of equity-seeking groups are more involved than previously however, some groups are still less likely to hold formal Federation roles at some of the highest governing bodies of OSSTF/FEESO. Our members have an increased concern or empathy for the discrimination faced by equity seeking groups. Although there appears to be a reduction in the need for new initiatives to combat discrimination from the general membership there is strong support for mandatory training. Fewer members feel unwelcome at Federation events and yet some members continue to face barriers to their participation. The following are the key findings that have arisen through the year of surveying (see Appendix 1 for related data):

1) Leaders in decision making positions in Federation

The representation of equity seeking groups at AMPA appears to closely represent the percentages of the general membership. However, the closer a Federation body is to the centre of decision-making, the less likely that body is to include members of equity-seeking groups. Overall, 16 per cent of all members have held official roles in the Federation at the branch/worksite, Bargaining Unit, District or provincial level in the past three years. The survey shows that most equity-seeking groups are close to meeting or exceeding this average. Members of equity seeking groups are most likely to hold branch or Bargaining Unit roles. Only 6 per cent of members under 30 and 18 per cent of members 50 and older hold official roles.

2) Members concern for discrimination greater than its incidence

A significant change from the last survey is the increase in the percentage of all members who feel discrimination against equity seeking groups is an issue that they consider serious. The percentage of all members who feel that discrimination of equity-seeking groups in Federation is a “very or somewhat serious problem” has increased from anywhere from 14 per cent to 50 per cent depending on the group and these figures more closely reflects the frequency of incidents reported in the survey. Members of equity-seeking groups continue to report that they felt discrimination within their group is a “very or somewhat serious problem” in Federation at even higher percentages. This may indicate that members now have a greater awareness of the issues faced by their colleagues.

3) Some members experiencing less discrimination

In the recent survey 6 per cent of members of the equity seeking groups identified as having “recently experienced discrimination” compared to 11 per cent in 2010. Members of colour, FNMI members and members with a disability reported the highest percentages as victims of discrimination and women, LGBTQ members and francophones the lowest. The 6 per cent jumps to 13 per cent of local executive members who are members of equity seeking groups. This difference reinforces the call from equity seeking groups for equity training for local leaders. (See item 4)

Only 1 per cent of all members (down from 2 per cent in 2010) felt they had been recently excluded from a union committee, work group or council, not elected to an office or not included in a course or professional development program as a result of discrimination. The percentages reported by members of equity seeking groups was identical. Of those from equity-seeking groups who were victims of discrimination in the last two years 33 per cent

believe they were not elected to an office or other position as a result of discrimination (it was 21 per cent in 2010) and 30 per cent say as a result of prejudice they were not offered positions on a union committee, council or work group (it was 21 per cent in 2010)

4) **New initiatives and training**

Despite slight reductions in members of equity seeking groups who feel that there is a need for new anti-discrimination strategies the percentages are still significantly higher than the general membership. There is wider support for mandatory training for members serving on committees and elected positions. **62 per cent of Federation members and 78 per cent of Bargaining Unit leaders say that Bargaining Unit leaders should receive some mandatory equity training.** Members at the Status of Women conference had significantly higher support for new initiatives and mandatory training.

5) **Pride and feelings for Federation show a strong link to participation**

Pride in the Federation and member satisfaction with Federation is down slightly from the results from our last survey however, all equity-seeking groups feel Federation does a better job of involving their groups since our last survey.

- 77 per cent agree (38 per cent agree strongly) to “I know OSSTF will represent me if I have a problem related to my employment”
- 55 per cent of the members agree (27 per cent agree strongly) that “I am proud to tell people I am a member of OSSTF”
- District and Bargaining Unit executives are more than twice as likely as other members to agree strongly that “I am proud to tell people I am a member of OSSTF” (62 per cent of Bargaining Unit executives compared with 27 per cent of the members overall)
- 45 per cent agree that “I feel my opinion counts in OSSTF” (but only 13 per cent strongly agree)
- 77 per cent of all members and 75 per cent of equity seeking members “agree somewhat or strongly” that they have confidence in the Federation.

Generally members feel that Federation is doing a good job of “fostering and promoting the participation” of members. The degree of participation is directly correlated with satisfaction with the Federation. Francophone members reflect the largest increase and are the most likely to say that Federation does a good job involving their group (70 per cent in 2016 versus 53 per cent in 2010).

6) **Family responsibilities continue to be a barrier to participation**

With the exception of “the day or time of day of the meeting was not convenient” the single most identified barrier to participation was family responsibilities.

Women are 8 per cent more likely to be unable to participate in union activities they wanted to attend. 8 per cent of members of equity seeking groups versus 7 per cent of all members say they could not participate because they were not selected.

7) **Diversity of membership**

Members of the six-equity seeking groups in the survey make up 70 per cent of the membership and 71 per cent of current Bargaining Unit executives. Women make up 88 per cent of the members of equity-seeking groups. Newer members are more likely to reflect the diversity in society than does our more senior members.

2. SIGNIFICANCE

Through a carefully developed program of preparation, surveying, and analysis, the Equity Advisory Work Group fulfilled its mandate as set out in the 2014 Annual Acton Plan. The previous equity survey was utilized as a base to determine the levels of participation of members of equity-seeking groups for this survey to ensure data for comparison. As the key findings demonstrate, OSSTF/FEESO shows improvements in participation as a result of the work done to foster equity and inclusion since the last survey and the recommendations that came out of it.

This is not to suggest that OSSTF/FEESO is in a position to diminish our work in this area. The results of the survey point out areas where more effort needs to be made. Federation will not be able to solve, internally, some issues that affect society generally. Family responsibilities, for example, will continue to present some degree of a barrier to involvement, as people make choices in terms of the time they will spend with their children or aging parents, rather than engaged in union activities. This does not mean that the Federation should not continue to work to find ways of reducing these impediments. Discrimination against any of our members is intolerable.

Within OSSTF/FEESO, efforts to promote our members' engagement have been extensive and ongoing. This is also reflected in our participation in CLC campaigns like Together Fairness Works that connect with the broader labour movement. Most recently, the Annual Action Plan approved at AMPA 2016, mandatory equity training, an equity audit and mentoring program as part of this year's work. Welcoming members into the Federation and inviting them to increase their participation are key efforts at the local and the provincial level. The provincial New Member Engagement Workgroup continues to support and engage new members and recently completed an extremely successful conference. Many Districts and Bargaining Units make similar efforts to engage their local membership and are encouraged to continue this important work.

The data collected by the survey over the past year shows some positive changes but it also points out some areas consistent with the previous survey and that engaging members must also include reaching out to those who come from groups that have been historically marginalized or have found participation more difficult.

Without a diverse participation from members of equity-seeking groups at every level of Federation we will lose out on the contributions in terms of our efforts to build strength as a union and also with regard to valuing the inherent worth and dignity of every member. Members of equity-seeking groups make up the vast majority of members of Federation and this is only increasing with new membership. Furthermore, engaging new members and engaging members of equity-seeking groups are two sides of the same effort. Our newer members are increasingly diverse, increasingly concerned about equity issues, and more likely to expect that programs are in place to foster inclusion.

The lack of awareness of our membership on the efforts the Federation has made to eliminate barriers and foster inclusion continues to be reflected in the results of the 2016 survey. This is a critical finding as the data also reflects that participation, pride and satisfaction are tied to knowledge and understanding of Federation. Members must feel that their Federation is welcoming them and values the diverse voices they bring to union activism. Members of equity-seeking groups within the Federation must receive the same call to participate. Reaching out to members of equity-seeking groups is done in recognition that their voices, like the voices of our newer members or our geographically isolated members, for example, may be harder to hear without specific encouragement and defined avenues.

3. OSSTF/FEESO EQUITY INITIATIVES

Since the first report of the MAC 439-07 Work Group to AMPA 2008, OSSTF/FEESO has emphasized the extent to which the promotion of equity is not new or foreign to Federation. As was noted in that report, “While perhaps not originally framed as providing equity for current equity-seeking groups, such provisions as seniority-based transfer and lay-off, provisions that lie at the heart of union values, have provided positive, systemic approaches to the promotion of equity among our membership. OSSTF/FEESO’s adoption of a policy in 1920 that men and women should receive equal pay for equal work is an early practical illustration of the Federation’s belief in equity.”

The Equity Statement, incorporated into the Ethics section of the Federation by AMPA 2010 upon the recommendation of the Equity Survey Work Group, is a significant guide to OSSTF/FEESO’s promotion of equity and inclusion within the organization. It outlines the Federation’s beliefs about the importance of promoting equity, delineates those members who are most likely to suffer from discrimination, and explains the orderly and democratic process that governs the implementation of equity initiatives. Members now use this statement as the benchmark against which the Federation’s efforts to foster inclusion and lower barriers are measured.

Currently, as the 2015–16 survey data demonstrates, our leaders and members are more aware of the efforts the Federation makes to promote equity and inclusion and its importance. Work needs to be done to ensure that our membership feels that the equity work woven into the fabric of Federation.

The formation of the Equity Advisory Work Group (EAWG) and the Equity Officer position has raised the profile of equity work and equity issues within Federation. They have made recommendations to the provincial executive, been called upon by AMPA to review and recommend constitution language and been utilized to help develop resources, workshops and policies. Part of the early work of the EAWG was to recommend that equity concerns became part of the standard planning of any Federation function. The Equity Planning Check List for OSSTF/FEESO Events was developed in 2014 can be downloaded off our website using the new Equity button that has a consistent presence on the homepage further reflecting the Federation commitment to Equity.

Most recently they developed an Equity Bargaining Matters resource for bargaining that was not only welcomed but embraced by Federation. It has been developed into a workshop called “Collective Bargaining For All” to help meet the needs of local bargaining committees see their collective agreements through an equity lens and assist them at writing inclusive language that truly serves all members equitably. This workshop has been presented at Leadership 2016 and one CBC regional and is scheduled for two more CBC regionals over the next few months.

The Equity Officer position has been utilized by Federation from members in schools to members of the provincial executive to assist with matters from the Ontario Human Rights Committee to navigating provincial accounts to support members’ participation at Federation events at the local or provincial level. Assisting members with disabilities at AMPA with devices and supports to ensure a more inclusive participation has become a service that more and more members are utilizing each year.

4. RECOMMENDATIONS

The overarching goal of the recommendations are to continue a process whereby equity considerations would become infused within the culture of OSSTF/FEESO. Our early work has started a cultural shift within our Federation where equity has a greater focus. Today Federation is more likely to use an equity lens when co-ordinating Federation meetings, events and conferences thus improving the culture of inclusion and the participation of equity seeking members. We must continue the work to put equity at the core of all Federation goals, programs, priorities, policies, and practices.

Equity is a goal but just as important to it is a process of continued efforts to ensure that the voices of our diverse membership is heard and reflected in decision making. Our leaders and staff would be able to make informed decisions around event planning that would ensure that they considered such needs as family care, physical barriers, financial restrictions on participation, religious and cultural considerations, language barriers, etc., when planning Federation functions the are inclusive of all members.

Recommendations already addressed by the 2016 Annual Action Plan are:

- Conduct an equity audit to better inform future equity work and goals.
- Increase the awareness and inclusive practise strategies of all Federation leaders and members of all provincial committees and work groups through mandatory training.
- Develop a leadership development, mentoring and training process for members of equity seeking groups.

Other recommendations coming out of this survey are:

- Broaden the understanding of privilege, oppression and colonialism within our membership and leadership.
- Undertake a targeted strategy to address the specific issues of OSSTF/FEESO members of colour and members of the FNMI community.
- Develop ongoing equity training for Bargaining Unit leaders.
- Broaden our access to accommodations for members with disabilities.
- Support and encourage the use of alternative conference call and online meeting options to enable greater participation of members.

Data supporting Key Findings

The following sections correlate to the “Key Findings” section of the report.

1. The following data go the core of the member participation survey. Whether at the local or provincial level, members of equity-seeking groups are more likely to participate in 2016 than in 2010 compared to those who are not members of such groups.

Participation in OSSTF/FESSO (past 3 years) – local level				
	2010		2016	
	Non-equity group members	Equity-seeking groups	Non-equity group members	Equity-seeking groups
Branch or work site representatives	19%	13%	15%	13%
District or BU committee members	14%	11%	10%	7%
District or BU elected positions	11%	4%	5%	5%
District or BU appointed positions	4%	2%	3%	3%
District or BU committee chairs	2%	2%	2%	2%
Members with at least 1 role	31%	22%	21%	19%

At the provincial level, the percentage of members of equity-seeking groups who have held roles has gone up since 2010 but still trails non-equity groups. A consideration is that women are the majority of equity seeking members.

Participation in OSSTF/FESSO (past 3 years) – provincial				
	2010		2016	
	Non-equity group members	Equity-seeking groups	Non-equity group members	Equity-seeking groups
Conference or PD	9%	6%	11%	9%
Provincial committee members	4%	2%	1%	2%
Provincial committee chairs	0%	<1%	1%	1%
Provincial Council	3%	<1%	<1%	<1%
Members with at least 1 role	13%	7%	11%	10%

In general, the more central a Federation body is to decision-making within the organization, the less likely it is to include members of all equity-seeking groups. Comparing AMPA and Provincial Council, surveyed in the same year, represent opposite ends of the spectrum of inclusion, with Provincial Council being far less likely to find members of most equity-seeking groups among its ranks. Provincial committees, as important advisory, but non-legislative bodies, occupy a sort of middle ground. AMPA, the Federation’s supreme legislative body, is somewhat anomalous in its data, as can be seen below.

	AMPA 2009 (439)	AMPA 2015 (506)	Provincial Council 2008	Provincial Council 2015
Female	47%	50%	47%	50%
Male	47%	41%	50%	48%
Rather not say	5%	7%	-	-
Francophone	6%	7%	6%	4%
Anglophone	88%	81%	90%	84%
Person of colour *	8%	8%	1%	3%
Disability *	8%	12%	4%	9%
LGBTQ *	7%	7%	1%	4%
FNMI *	2%	1%	0%	3%
Rather not say *			6%	0%
* subtotal			12%	19%
20+ years seniority in OSSTF/FEESO	28%	23%	-	-
Age 40 & under	30%	27%	-	-

2. A significant difference appears when the perceptions of members from within equity-seeking groups are compared with all members. In 2010 and again in 2016, members of every equity-seeking group were more likely to feel that discrimination is a serious problem within the Federation than were those who are not members of an equity-seeking group, as demonstrated in the chart below. Notable is that all equity seeking groups reflect a reduction with women and LGBTQ members showing the greatest change. The chart also shows that almost twice as many of the entire membership feels there is a very/somewhat serious problem for persons of colour and FNMI members since 2010.

	% of all members who feel discrimination against these groups is a very/somewhat serious problem		% of each group who feel discrimination against these groups is a very/somewhat serious problem	
	2010	2016	2010	2016
Persons of colour	5%	10%	32%	26%
First Nations, Inuit or Métis	6%	10%	17%	11%
Person with a disability	8%	9%	26%	25%
Women	7%	9%	23%	11%
Persons who are LGBTQ	7%	8%	36%	15%
Francophones	4%	7%	24%	22%

3. Members experiencing discrimination

Discrimination victims	
As a person of colour	11%
As a First Nations, Inuit or Métis	11%
As a person with a disability	9%
As a woman	4%
As a person who is LGBTQ	3%
As a Francophone	3%

4. New initiatives & Training

% who say OSSTF/FEESO needs new programs to overcome discrimination against their group		
	2010	2016
Persons of colour	54%	41%
Persons with a disability	28%	33%
Francophones	29%	28%
LGBTQ	44%	27%
First Nations, Inuit or Métis	24%	23%
Women	16%	14%

Support for mandatory equity training for members serving on committees or who are in elected positions comes from	
Members who are LGBTQ	79%
Members of colour	70%
Members who are woman	68%
Members from the six equity-seeking groups	67%
Members with a disability	61%
As a Francophone	58%
Members who are First Nations, Inuit or Métis	48%

5. Pride and feelings for OSSTF/FEESO

Satisfaction with OSSTF/FEESO is highest among members of executives. All members of equity-seeking groups have an increased percentage who say “OSSTF/FEESO does a good job involving their group. The results also reveal that satisfaction with the Federation rises with the length of time members are in OSSTF/FEESO and increases as they get older. Among members who are 50 or older, 18 per cent are in the high-satisfaction segment compared with only 4 per cent of members who are under 30.

% of members of equity-seeking groups who say OSSTF/FEESO does a good job involving their group		
	2010	2016
Francophones	53%	70%
Women	54%	55%
LGBTQ	29%	51%
Persons of colour	40%	44%
First Nations, Inuit or Métis	28%	37%
Persons with a disability	33%	36%

Satisfaction segments in OSSTF/FEESO			
	2010 All members	2016 All members	2016 Executives
High	12%	12%	29%
Medium	27%	19%	36%
Low	61%	69%	35%

6. A quarter of the members have missed OSSTF/FEESO meetings, courses or other events in the past year or so (25 per cent). Among the designated groups, 28 per cent were unable to participate.

Compared with the 2010 poll, today members are somewhat more likely to say they had wanted to participate in union events but were not able to do so. Six years ago 22 per cent said they wanted to participate in something but were blocked. In the designated groups, 28 per cent were unable to participate.

There was a significant change in the barriers to participation from 2010 to 2016. Members are 44 per cent of members (up from 14 per cent in 2010) said they were unable to participate because of “the day or time of day of the meeting or activity was not convenient”. This change may reflect the strike vote and ratification meetings that many members may have been unable to attend. However, in conjunction with the 57 per cent of members that agreed that “holding online meetings, courses or conferences via webcasts would make them more likely to participate in the Federation” suggests that alternate forms of meeting would be embraced by members. Family care however it is still a huge obstacle and more significant when the 44 per cent who said “the day or time of day of the meeting or activity was not convenient” are considered together.

Of those that missed events—the specific barriers to participation in OSSTF/FEESO		
	2010	2016
Family care responsibilities (child care, elder care, other dependent care, etc.)	50%	28%
I could not afford the money it would take to participate or attend	19%	4%
The location of the program or activity did not accommodate my physical condition	16%	5%
Day or time of day of the meeting or activity was not convenient	14%	44%
I wanted to attend but was not selected	13%	7%
I did not feel welcome	10%	3%

OSSTF/FEESO Equity Initiatives

Equity Statement

ETH Section 6

EQUITY STATEMENT

OSSTF/FEESO is a democratic union that recognizes the importance of encouraging and supporting involvement by all members, while recognizing that some members have historically been marginalized. For the Federation to be at its best, all members must see themselves reflected in its goals, structures, and practices. OSSTF/FEESO will strive to identify and eliminate barriers to participation through programs, procedures, bylaws, and policies supported by specified resources and education.

OSSTF/FEESO supports equity, diversity, and social justice within the union, the workplace, and in broader society.

Not all discrimination is deliberate or visible. Inadvertent, hidden, and systemic discrimination must be identified and addressed.

Discrimination and harassment must not be ignored when we see it. Overt discrimination and harassment within the Federation must be challenged and rectified.

The marginalization of certain groups must be specifically recognized. For OSSTF/FEESO, these groups include, but are not necessarily limited to, women, people of colour, lesbian, gay, bisexual, transgendered, queer, intersexed, questioning, two-spirited, First Nations, Inuit, Métis, people with disabilities, francophones, and those whose participation is impeded because of economic circumstances or family status.

Equal opportunity to participate in the Federation does not mean treating all members the same. Within a democratic framework, promoting the engagement of members of equity-seeking groups is a valid and necessary approach to reaching equal outcomes.

OSSTF/FEESO will be guided in its efforts to eliminate barriers by valid research, regular review, and consultation with the membership.

Federation programs and policies designed to eliminate barriers must not only do so, they must be widely seen to do so.

Policy

MAC 439 Report to the 2008 AMPA contained an appendix of four pages of equity related policies. The following have been passed since 2008:

- Equity Statement
- Certification changes for overseas degrees
- Child care and dependent care expenses expanded
- Violence against women
- Changes to various policy motions to ensure language is more current and inclusive

Training

Workshops have been offered at Summer Leadership. PD sessions, regional workshops and Bargaining Unit/district training on a variety of equality-related topics, including the following:

- From PAIN to PRIDE: Gender Based Violence—Homophobia and Violence Against Women
- Cyber Bullying
- Human Rights at Work
- Status of Women Outreach Workshops (English/French)
- Membership issues through a gender equity lens (English/French)
- Duty to Accommodate
- Pregnancy/Parental Leaves
- Assisting members with mental health issues English/French)
- Engaging in Quality Understandings of Inclusive Practices (EQUIP)
- Maintaining a Harassment-Free Environment
- Effective strategies for addressing workplace harassment
- Dealing with Harassment in the Union (English/French)
- Ontario Human Rights Tribunal: What have we learned so far?
- Aboriginal Circle
- Transgender Issues
- Collective Bargaining for All
- Engaging in Quality Understandings of Inclusive Practices for Leaders (EQUIP for Leaders)
- Next Steps (EQUIP)

Resources Created

- Creating Spaces: Embedding Equity in Education
- Guide to Pregnancy and Parental Leaves (English/French)
- Violence against Indigenous Women in Canada
- Still Not Laughing: Challenging Sexual Harassment in our Schools (English/French)
- Shout Out Against Homophobia
- Teaching For Equity and Social Justice—Joint project with UNICEF Canada
- Labour On the Line
- Pay Equity: A Guide for OSSTF/FEESO Bargaining Units (English/French)
- Understanding Pay Equity (English/French)
- Annual poster for December 6th Day of Remembrance and Action to end Violence Against Women, distributed through Update (English/French)
- Workplace Harassment Guidelines for OSSTF/FEESO Members (English/French)
- Safe Space door hangers
- Equity Planning Checklist for OSSTF/FEESO events
- Equity Bargaining Matters
- Human Rights Matters Newsletter
- Equity Update Newsletter
- Pride swag

Conferences

- Status of Women conference, “A Woman’s Place is in Her Union”
- Safe and Healthy Schools
- Educational Services Diversity Conference
- Human Rights Conference, “Engage-Educate-Empower”
- Equity and social justice conferences at various Faculties of Educations

Work Groups

- Accessibility for Ontarians with Disabilities Act
- Aboriginal Education Work Group

- Equity Advisory Work Group
- French Language Services Work Group

Other initiatives

- Creation of an Equity Officer Role to act as a point person for equity issues for members and the organization
- Regular articles in Update and Forum on a range of equity concerns/campaigns
- Attention to representing diversity of members in OSSTF/FEESO materials
- Commitment to providing transition funding to women's organizations following cuts to Status of Women Canada
- Donations to groups such as LEAF, Nelson Mandela Fund, Lieutenant Governor's Aboriginal Literacy Camps, EGALE, Feminist Alliance for International Action, Coalition of Black Trade Unionists
- OSSTF/FEESO represented at CLC and OFL Committees and Conferences for equality seeking groups
- Participation in CLC and OFL December 6th postcard and other campaigns
- Support for the OFL Women and Work project/booklet
- Participation in Ministry and other consultations on policies for safe and inclusive schools, as well as equity and inclusive education policy
- Creation of funding line for member accessibility (sign language interpreter, Braille, communication devices)
- Support for development of local GSAs and Member GSAs
- Funding line for district-based human rights initiatives
- Providing support to districts/ BUs participation in PRIDE events
- Support for the White Ribbon campaign