

# AMPA RAAP

2026

Vol. 3.3

Action Plan to Support Equity,  
Anti-Racism, and Anti-Oppression

*Uniting*  
**our**  
**POWER**



## OSSTF/FEESO ACTION PLAN TO SUPPORT EQUITY, ANTI-RACISM, AND ANTI-OPPRESSION

The OSSTF/FEESO *Action Plan to Support Equity, Anti-Racism, and Anti-Oppression* was adopted in 2021. It is a living document that acts as a blueprint in the Federation’s efforts to dismantle racism and oppression within OSSTF/FEESO to create a truly equitable, inclusive, and accessible Federation. The Plan is an iterative process and changes have been made to it since the original adoption. Ongoing revisions will continue to be made as the needs and goals of the Federation evolve. The Plan is reviewed annually with equity updates posted on the OSSTF/FEESO provincial website under the [Equity Update](#) tab.

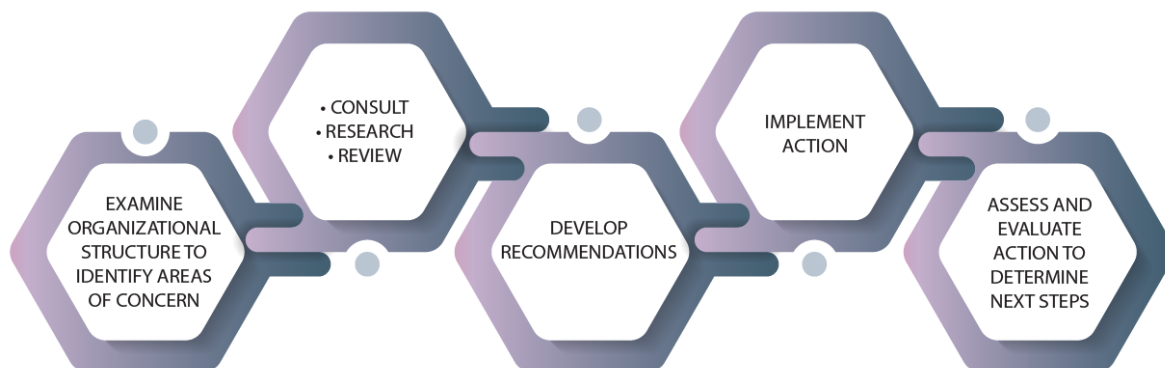
### Our Commitment

OSSTF/FEESO is committed to dismantling all forms of racism and oppression and building an equitable, inclusive, and accessible Federation.

### Our Goals

- addressing disproportionality and disparity in member engagement, participation, and representation
- including and amplifying the experiences of members of First Nation, Métis, Inuit and equity-seeking groups in Federation discourse, governance, and practices
- building Federation knowledge and union-specific skills to increase representation in leadership roles
- cultivating sustainable relationships with community members and organizations to work together to address socio-economic and other inequities, racism, and oppression in publicly funded education
- promoting equity, anti-racism, and anti-oppression in the Federation, publicly funded education sectors, the labour movement, and in the broader society

### Equity, Anti-Racism, and Anti-Oppression Strategy



## 2024-2025 Year Summation

The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) continues to implement the *Action Plan to Support Equity, Anti-Racism and Anti-Oppression* across all departments of the Federation. This work is guided by sustained consultation, research, and training, alongside a commitment to structural and systemic change. Together, these efforts continue to build an equitable, inclusive, anti-racist, and anti-oppressive Federation. The highlights outlined below offer a snapshot of the progress made during the 2025-2026 year, with a more comprehensive overview available in the accompanying chart detailing the Federation's on-going equity, anti-racism, and anti-oppression work.

OSSTF/FEESO continues to focus on addressing the disproportionality and disparities in member engagement, participation, and representation. The Federation regularly collects and analyzes demographic data to identify patterns in member participation and inform targeted strategies that remove barriers and promote meaningful involvement. In addition, OSSTF/FEESO intentionally creates space for diverse representation in conferences, committees, councils, work groups, writing teams, and workshop facilitation. For example, the Health and Safety/Workplace Safety Insurance Act Committee (HS/WSIAC) is actively working to engage more First Nations, Métis, Inuit, and equity-seeking members in health and safety work. To support this, the Committee has reserved additional spots for First Nations, Métis, Inuit and/or equity-seeking members in the Fall regional training sessions and the upcoming conference. They are also implementing a targeted communications strategy to better promote these opportunities to the membership.

Provincial Office also supported member participation in external learning opportunities by providing 50 registrations to attend the Learning Disabilities Association of Canada (LDAC) virtual conference in November 2025. The conference shared current research and best practices relevant to OSSTF/FEESO members, including expanded content on the intersection of ADHD and learning disabilities. Workshops such as *Self-Care for Professionals and Families Supporting Those with Special Needs* and *Navigating Post-Secondary Support for Students with Learning Disabilities* focused on advocacy strategies for adults with learning disabilities and for those supporting students or family members.

The Federation continues to include and amplify the experiences of members of First Nations, Métis, Inuit, and equity-seeking groups in various Federation discourse and governance practices. Central to this work is amplifying diverse voices and expertise in Federation publications, ensuring that perspectives from First Nations, Métis, Inuit, and equity-seeking communities are centered. This commitment to amplifying diverse voices extends beyond publications into the work of OSSTF/FEESO committees and advisory groups, which actively advance equity, inclusion, and accessibility across the Federation. The Persons Living with Disability(ies) Advisory Work Group (PLDAWG) continues to advise the Provincial Executive on issues related to the implementation of the *Accessibility for Ontarians with Disabilities Act* (AODA). The Work Group is also reviewing OSSTF/FEESO documents to reflect inclusive language and practices. The 2SLGBTQIA+ Committee is developing a new resource for OSSTF/FEESO members focused on "Keeping Each Other Safe" which will include information, resources, and member-at-large testimonials from various job sectors. The Addressing Anti-Black Racism/Racism Committee (AABRRC) has begun their work on a pathways to leadership document for Black and racialized members throughout OSSTF/FEESO. The AABRRC has also been finalizing their Anti-Racism Framework to aid in creating a Federation that champions anti-

racism in all its work and strives to use its influence and collective voice to advocate for inclusive policies, support members in addressing systemic barriers, and work collaboratively to improve working conditions and create environments where every member can work and learn free from racism and discrimination.

The Federation has also made intentional efforts to ensure diverse voices and experiences are represented in OSSTF/FEESO research. The Research Grant for Emergent Issues and Priorities provide up to three research grants to support conducting, presenting, and publishing research in support of public education and anti-racism. The theme for the 2025-2026 Federation year was “Building Stronger Schools and Universities: Advancing Democratic Governance through Meaningful Community Participation”. At least one of the three awards each year is reserved for researchers who identify as Indigenous, Black, or racialized.

To continue to build Federation knowledge and union-specific skills to increase representation in leadership roles, the Equity Mentorship Program (EMP) continued into Year 2 of the current cohort. Participants developed core leadership competencies through structured learning, coaching, and applied practice, while engaging in union-focused experiences such as participation in provincial committees, conferences, provincial labour affiliate opportunities, the Annual Meeting of the Provincial Assembly (AMPA), Union Leadership Academy (ULA) and/or Provincial Council. Many participants also took part in the Union Training Academy (UTA), supported local community events, contributed to local committee/council/executive work, and attended their local Annual General Meeting to deepen their understanding of Federation governance and democratic decision-making practices. Regional Organizers also worked with the EMP to explore how mobilizing and organizing strategies could be meaningfully embedded into the program’s design. Together, the EMP experiences combined technical skills with lived experience, preparing participants to address complex equity issues and contribute to a more inclusive, representative, and responsive Federation.

Regional training for Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officers took place in November 2025 (Regions 1 and 2) and January 2026 (Region 4). Attendees had the opportunity to network, share best practices, and deepen their understanding of equity, anti-racism, and anti-oppression. This Federation year, the workshops were geared towards bargaining. The Organizing for Equity workshop addressed key pressures in public education, including de-streaming, class sizes, and systemic inequities while emphasizing equity-centred organizing strategies and mobilization in support of collective bargaining and community advocacy. Participants also learned how to conduct equity audits on collective agreements and had discussions around the hidden dynamics that undermine equity, anti-racism and anti-oppression efforts.

A range of equity-related training was available to OSSTF/FEESO Bargaining Unit Presidents and leaders from across the province at the 2025 Union Leadership Academy in August. Several equity-focused workshops were delivered, including *Collective Agreement Equity Audits*; *Hidden Dynamics of Inequity: Why Equity Work Doesn’t Always Lead to Change*; and *Bargaining for the Common Good*. The event also included keynote speakers Éric Gingras (President, Centrale des syndicats du Québec) and Jessica Tang (President, American Federation of Teachers Massachusetts).

The Federation is proud to announce that it has received the approval from the Ontario College of Teachers to become an Additional Qualification (AQ) Course Provider. In the 2025-2026

Federation year, the following AQ courses are being developed: Special Education (Parts 1, 2, and Specialist), Guidance and Career Education (Parts 1, 2, and Specialist), and First Nations, Métis, and Inuit Studies (Parts 1, 2, and Specialist). OSSTF/FEESO's AQ courses will be rooted in the principles of equity, anti-racism, and anti-oppression, ensuring candidates develop inclusive, equity-centred and culturally responsive practices. The AQ program will launch in Fall 2026.

OSSTF/FEESO members as well as Districts and Bargaining Units can apply for provincial funding using Accounts 2018 and 2890 to access training related to equity, anti-racism and anti-oppression offered outside of the Federation. Additionally, Union Training Academy (UTA) offers local leaders several ways to increase their knowledge of issues around equity, anti-racism, and anti-oppression. These training sessions have been developed and designed using an equity lens which includes experiential components that promote inclusive practices within Bargaining Units, Districts, and the Federation.

Cultivating sustainable relationships with community members and organizations to work together to address various inequities in publicly funded education continues to be a strategic priority. In August 2025, the Provincial Executive appointed three OSSTF/FEESO members as Regional Organizers. This role supports District and Bargaining Unit leaders in advancing the OSSTF/FEESO Strategic Action Plan by building capacity around central and local bargaining, increasing member engagement, and mobilizing members to support community campaigns and initiatives. As part of their work, the Organizers develop strategies, resources, and training (including digital engagement tools) to increase capacity for local mobilizing activities and outcomes. The Organizers also support districts in organizing with community groups to strengthen the Federation's collective efforts in building stronger communities while promoting and protecting public education in Ontario.

OSSTF/FEESO once again participated in the Pride Toronto annual celebrations which included the Trans March, the Dyke March, the Pride Toronto Parade and an information booth at the Street Fair. OSSTF/FEESO member volunteers, Provincial Office staff and the Provincial Executive had the opportunity to interact with many families and community members, collecting over 500 new community connections. The Pride Toronto festival is one of the largest Pride celebrations in the world, bringing people to the city to celebrate the history, diversity, and activism of 2SLGBTQIA+ communities.

Additionally, in July 2025, OSSTF/FEESO attended and sponsored the Toronto Caribbean Festival's Junior Carnival, a family-friendly celebration of Caribbean culture that welcomed over 50,000 parents and youth. Volunteer members participated in the event while engaging parents, guardians, and students in conversations about their experiences with public education in Ontario. Through these interactions, volunteers connected with more than 800 attendees, strengthening relationships, and deepening community ties.

The Federation continues to donate and support equity-based initiatives and events, including the Urban Alliance on Race Relations' Racial Justice Summit, the Harmony Movement Educator Anti-Racism Conference, the White Ribbon and the Shine the Light Campaigns, and many more. This Federation year, OSSTF/FEESO has partnered with organizations such as the Canadian Museum of Human Rights, the London Abused Women's Centre (LAWC), and the Coalition of Black Trade Unionists Canada (CBTU) to offer experiential learning sessions to Provincial Councilors on the Thursday evening before each Provincial Council. For example, in

September, the Canadian Museum of Human Rights provided a virtual session titled “Discovering the Witness Blanket” where participants reflected on what it means to “bear witness” to the history and legacy of Canada’s residential school system and why it is a necessary action in the practice of reconciliation. At the session, participants also contributed their own panel to create an OSSTF/FEESO Witness Wall.

To promote equity, anti-racism, and anti-oppression in publicly-funded education, OSSTF/FEESO launched a large data collection initiative to examine disparities in employer discipline in the 2024-2025 Federation year. In other sectors, such as policing or health care, employer discipline has been shown to disproportionately affect members from equity-seeking groups. As such, the project seeks to explore whether certain groups of members are experiencing disproportionate levels of employer discipline, and whether certain groups are experiencing differences in the severity of consequences for the same types of allegations. The pilot phase of this project rolled out in November 2024 with six pilot bargaining units and has been expanded to nine this Federation year. It is the Federation’s hope that every member experiencing employer discipline in the participating Bargaining Units will take part in the survey so that crucial data can be collected to assist in the Federation’s efforts to better represent and protect members.

Building on work initiated last Federation year, the HS/WSIAC continues its focus on recognizing racism and discrimination as a workplace hazard. The Committee has also developed an external policy on the topic for AMPA 2026. Additionally, an internal work group has been established to examine approaches to addressing racism and discrimination in the workplace through a health and safety lens. Some of the goals of this internal work group include liaising with labour organizations regarding potential changes to the *Occupational Health and Safety Act* (OHSa) to better recognize this issue and negotiating language in local collective agreements that explicitly recognize discrimination and racism as a workplace hazard.

OSSTF/FEESO continues to be part of the provincial Education Worker Diverse and Inclusive Workforce Committee (EWDWIC), which is a roundtable that was established during bargaining that brings together union representatives and ministry officials. The committee continues to work towards jointly identifying best practices that support diversity, equity, and inclusion with the employer and the ministry to build a workforce in our schools that is reflective of Ontario’s diverse communities. The committee has benefited from presentations by subject matter experts, particularly on effective data collection practices at Ontario school boards to strengthen the recruitment, retention, and promotion of a more diverse and inclusive workforce.

The Federation remains committed to eliminating the gender wage gap. The Equal Pay Coalition identified that the average woman must work 15.5 months to earn pay that is equal to a man’s annual salary. Although pay equity is the law in Ontario, women continue to earn almost 30 percent less than men on average. Women who are Black, racialized, Indigenous, 2SLGBTQIA+, and those living with disabilities face the greatest wage disparity. While OSSTF/FEESO has pay equity plans negotiated for the majority of its Bargaining Units, maintenance of those plans is a key part of closing the gendered pay gap. Maintenance is a multi-step process that requires extensive time and energy to train new officers; perform data collection, evaluation, and analysis; negotiate with, and potentially litigate, employers; and communication of updates to pay equity plans. OSSTF/FEESO has actively tasked staff to focus on and complete maintenance cycles for pay equity with every Secretariat member within the Protective Services Division having pay equity assignments.


OSSTF/FEESO promotes equity, anti-racism, and anti-oppression in publicly-funded education, the labour movement, and broader society. In this spirit, OSSTF/FEESO provided formal comments on *Bill 33*, referencing the *Ontario Human Rights Commission's Dreams Delayed* report and *OSSTF/FEESO External Policy 7.15, Anti-Racism and Anti-Discrimination*. The submission highlighted the lack of peer-reviewed evidence supporting the use of School Resource Officers, called for local stakeholder tables, and raised concerns about the Bill's misalignment with human rights, equity, and post-secondary education. Additionally, OSSTF/FEESO participated in the Policing Free Schools Canada's August 2025 press conference speaking out on the need to fund resources that students need, rather than reinstating School Resource Officers.


In September 2025, OSSTF/FEESO also submitted joint comments with the Elementary Teachers' Federation of Ontario to the Ministry of Education regarding proposed amendments to O.Reg. 521/01 (*Collection of Personal Information*), raising concerns about the overbroad and inconsistent use of police record checks and their disproportionate impact on Indigenous, Black, racialized, equity-seeking individuals, and members with mental health disabilities.

In May 2025, OSSTF/FEESO Provincial staff attended the 10<sup>th</sup> annual National Indigenous Education and Reconciliation Networking Gathering (NIERNG) in Winnipeg. NIERNG is a grassroots collective of individuals representing organizations involved in Indigenous Education across Turtle Island. For the duration of three days, participants learned about decolonizing education, continuing to build relationships, and focusing on our shared responsibilities to move reconciliation forward with partners across Canada.

OSSTF/FEESO continues to strongly advocate for the rights of students, educators, and educational workers through the Ontario Teachers' Federation (OTF) Anti-Racism Work Group, the Canadian Teachers' Federation (CTF) Advisory Committee on Diversity and Human Rights (ACDHR), the Ontario Public School Boards' Association (OPSBA) Stakeholder Table, Ontario Health Coalition, the Ontario Coalition for Better Child Care (OCBCC), Members' Council for the Canadian Center for Policy Alternatives, Ministry Initiatives Committee, and working partnerships. Collaboration with education unions in equity, anti-racism, and anti-oppression is ongoing through the sharing of resources, expertise, and practices.





Through ongoing consultation and evaluation, OSSTF/FEESO continues to strengthen its structures, policies, and practices to embed equity, anti-racism, and anti-oppression across the Federation.

Action item is completed or has been embedded into Provincial practice: **COMPLETED** 





Action item is partially completed or in the process of completion: **IN PROGRESS** 


Action item will be ongoing: **ON-GOING** 




## ORGANIZATIONAL





TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Membership</b>	<b>Composition of membership</b>	Develop a process to gather demographic data on the membership.		June 2023 – The OSSTF/FEESO Self-Identification Survey closed.
	<b>Experiences of membership</b>	Continue to collaborate with other education affiliates on best practices for gathering demographic data.		OSSTF/FEESO continues to work with education affiliates to utilize best practices for gathering demographic data.
Conduct demographic survey every five years to examine trends and changes.				
<b>Leadership Opportunities</b>	<b>Participation of members of First Nations, Métis, Inuit, and equity-seeking groups in leadership opportunities, including those who are Black, racialized, and Indigenous</b>	Use various research methodologies to understand the experiences of members who identify as First Nations, Métis, Inuit, and equity-seeking in the Federation.		
		Ensure leadership opportunities are accompanied by sponsorship, mentorship, and meaningful training.		September 2025 – Ten additional provincially-sponsored spots were made available for First Nations, Métis, Inuit and/or equity-seeking members to attend the HS/WSIAC Regional Training.












TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	<p><b>Internal</b> Ensure that policies and procedures are inclusive and reflect current and appropriate equity language</p>	Ongoing audit of internal policies and procedures.		Amendments to the OSSTF/FEESO Anti-Harassment Policy and Procedures have been submitted to AMPA 2026.
	OSSTF/FEESO Equity Statement	Review the Equity Statement and make recommendations.		September 2021 – Provincial committees and advisory work groups reviewed and provided feedback on the Equity Statement.
	OSSTF/FEESO Anti-Harassment Policies and Procedures	Review the Anti-Harassment Policy and Procedures and make recommendations.		<p>AMPA 2022, 2023, 2024, 2025 – Motion with proposed revisions to the Equity Statement did not come before the assembly.</p> <p>January 2025 – The Anti-Harassment Policy and Procedures has been reviewed by members of the In-House Equity Team, with recommendations submitted to AMPA 2025. The motions have been re-submitted for AMPA 2026.</p>
	Pronoun Use	Normalize the use of pronouns in emails, meetings, and all forms of communication.		OSSTF/FEESO has sourced pronoun pins that can be customized for members of advisory work groups, committees, councils, the Provincial Executive, and Provincial staff.





TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<p><b>Training for Members</b></p>	<p><b>Equity, anti-racism, and anti-oppression training</b></p> <p>Provide training opportunities for:</p> <ul style="list-style-type: none"> <li>• members of provincial committees</li> <li>• committee chairs</li> <li>• members of workgroups</li> <li>• members of Provincial Council</li> <li>• Provincial Council Chairs</li> <li>• local leaders</li> <li>• Members</li> </ul>	<p>Develop and ensure the delivery of training that is appropriate for each group.</p>		<p>The Federation has two dedicated funding lines to access equity, anti-racism, and anti-oppression training: Account 2890 – Anti-Racism and Equity Training for Members.</p> <p>Account 2018 – Anti-Racism and Equity Training for Districts and Bargaining Units.</p> <p>See Union Training Academy 2025-2026 offerings.</p> <p>OSSTF/FEESO has been approved by the OCT to become an Additional Qualification (AQ) Course Provider.</p> <p>OSSTF/FEESO has partnered with organizations such as the Canadian Museum of Human Rights, the London Abused Women’s Centre (LAWC), and the Coalition of Black Trade Unionists Canada (CBTU) to offer experiential learning sessions to Provincial Councillors on the Thursday evening before each Provincial Council.</p>





TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
				<p>August 2025 – Various equity, anti-racism, and anti-oppression training was available to OSSTF/FEESO Bargaining Unit leaders at the 2025 Union Leadership Academy.</p> <p>November 2025/January and March 2026 – Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer Regional Training.</p> <p>December 2025 – Inclusive language training was provided to the Parliamentary and Constitution Council (PCC).</p>
<b>Provincial Committees/ Councils/ Work Groups</b>	<b>Process for application/ appointment</b>	<p>Ensure equity, anti-racism, and anti-oppression principles are part of decision-making.</p> <p>Review application and process.</p>	          	<p>Nominations Committee receives annual equity training.</p> <p>Ongoing review of application and process through an equity lens.</p>
	<b>Representation First Nations, Métis, Inuit, and equity-seeking members on committees/councils/ workgroups</b>	Encourage members of First Nations, Métis, Inuit, and equity-seeking groups to apply.		Intentional efforts have been made to diversify the group composition of committees, councils, work groups, and workshop presenters and writing teams.


TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	<b>Building solidarity and connections</b>	<p>Encourage members to voluntarily self-identify.</p> <p>Promote the importance of collecting demographic data.</p> <p>Develop strategies to address gaps in participation.</p> <p>Provide opportunity and process for committees and work groups to connect in their common work in addressing inequities and oppression.</p>	  	<p>The collection of self-identification data in applications has been embedded into practice.</p> <p>Intentional efforts are made to schedule committees, councils, and work groups at similar times to allow for networking and to connect on ideas and actions.</p>
<b>Member Awareness</b>	<b>Raise awareness of discrimination and systemic racism</b>	Develop online resources, write articles in <i>Education Forum</i> and <i>Update</i> .		<p>Ongoing publication of articles in <i>Update</i> and <i>Education Forum</i> on equity, anti-racism and anti-oppression.</p> <p>Developed author recruitment strategy to amplify the expertise and perspectives of authors who identify as First Nations, Métis, Inuit, and equity-seeking.</p> <p>Volume 52, Issue 1 of <i>Education Forum</i> is on censorship and book banning.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Equity Caucus Meetings</b>	<b>Purpose of equity caucus</b>	Ask caucus groups to determine how they want to use the time and space.		The In-House Equity Team is conducting a review of equity caucus meetings.
	<b>Format</b>	Change format to a closed meeting of a group of members belonging to the same equity-seeking group for discussions on policies and motions.		AMPA 2026 – Caucuses are in-person and will have a member from their equity-seeking group to chair or facilitate their respective session.
		Pay attention to the intersection of identities when scheduling caucus meetings.		Equity caucuses are intentionally scheduled at different times so that members can attend more than one caucus.
	<b>Process of feedback</b>	Provide a formalized mechanism for feedback from these meetings.		
<b>Annual Meeting of the Provincial Assembly</b>	<b>Structures of AMPA</b>	Examine and provide recommendations regarding OSSTF/FEESO's Rules of Order and structures that create and prioritize agendas, sequencing of motions, business, and organizational components of meetings.		Merged PROC-202 into internal Rules of Order with consultations from committees, councils, and various work groups.





TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	<b>Access to participation consistent and appropriate for all members</b>	Ensure Agenda includes discussion of equity concerns, feedback, and initiatives.		Each year AMPA has a social justice speaker to discuss current issues related to labour and education. The <i>Action Plan to Support Equity, Anti-Racism and Anti-Oppression</i> is presented each year to the assembly.
		Examine barriers to participation for First Nations, Métis, Inuit, and equity-seeking members.		Data from the post-AMPA survey is continually analyzed to examine barriers to participation.
		Ensure that appropriate training and supports for members are available.		January 2026 - March 2026 – Pre-recorded trainings and a live Q&A session were offered.
		Ensure that appropriate and ongoing training on equity, anti-racism, and anti-oppression is provided to staff, Speakers, and members of Steering.		Principles of equity, anti-racism, and anti-oppression training are embedded into ongoing training with regards to constitutions and running meetings.
<b>Union Leadership Academy</b>	<b>Provide all leaders with equity training</b>	Ensure that training in equity, anti-racism, and anti-oppression is part of the annual conference.		August 2025 – Several trainings related to equity, anti-racism, and anti-oppression was available to Bargaining Unit Presidents.
<b>Judicial Council</b>	<b>Equity, anti-racism, and anti-oppression training</b>	Provide equity, anti-racism, and anti-oppression training for members on Judicial Council.		Equity training is an annual requirement for Judicial Council members.

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	<b>Review Judicial Council Procedures and Processes</b>	Judicial Council Procedures Work Group to review current practices through an equity, anti-racism, and anti-oppression lens.		The work of the Judicial Council Procedures Work Group was completed in Spring 2025; a report with a list of recommendations from the Work Group was provided to AMPA 2025 and is being implemented, where possible.
<b>Mediation Services Resource Bank</b>	<b>Equity, anti-racism, and anti-oppression training for mediators</b>	Provide equity, anti-racism, and anti-oppression training for mediators.  Build capacity for mediators to mediate cases related to racism and inequities.	  	May 2025 – Wellness-focused strategies were provided for mediators.  Mediators continue to learn about alternative dispute resolution, including alternative approaches to traditional means of mediation.
<b>Equity Mentorship Program</b>	<b>Mentorship for members of First Nations, Métis, Inuit, and equity-seeking groups to pursue leadership opportunities</b>	Create mentorship program for members of First Nations, Métis, and Inuit, and equity-seeking groups.  Review mentorship program and make recommendations for future cohorts		September 2025 – Year 2 of the current cohort has been working through the program.  The Equity Mentorship Program will be reviewed to determine effectiveness and best practices once the current cohort completes the program.



TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer</b>	<b>Effectiveness of the role</b>	Build capacity for Officers to assist with creating more diverse, inclusive, and accessible Bargaining Units.		October 2025/January 2026 – Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officers participated in Regional Training.
<b>Government Tables</b>	<b>Equity initiatives</b>	Continue to advocate for equity initiatives aimed at ensuring diversity in the workforce.		For the 2025-2026 year, OSSTF/FEESO has been part of some government tables advocating that all Ministry initiatives involving, but not limited to, Curriculum revisions, Growing Success review, and the Early Learning Program consultations are done through an equity, anti-racism, anti-oppression, and accessibility lens, from content to implementation strategies.
<b>Professional Colleges</b>	<b>Impact of professional colleges</b>	Investigate ways in which OSSTF/FEESO can engage with professional colleges regarding intake and qualifications requirements as they pertain to members of First Nations, Métis, Inuit, and equity-seeking groups.		There are ongoing discussions with the Government about certification routes.
	<b>Supporting members with professional college discipline</b>	Regularly review and update training that can be used for members who are disciplined by professional colleges, including through an equity, anti-racism, and anti-oppression lens.		


TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Review policies on access to legal assistance for complaints at professional colleges.		<p>There is an annual review of policies.</p> <p>Practice of discussions with professional colleges, when possible, to examine data for complaints.</p>

## RESEARCH/PUBLIC POLICY




TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Research Process	Research Collaborations	Include equity and inclusion as evaluation criteria for research partnerships.		The review metrics has an equity and inclusion criteria.
	Research Design	Include First Nations, Métis, Inuit, and equity-seeking groups in research design.		At least one out of three awards for the Research Grant for Emergent Issues and Priorities are reserved for researchers who identify as First Nations, Métis, Inuit, and/or equity-seeking.  Has been embedded into practice when applicable.
	Data Collection, visualization, knowledge mobilization	Include equity-related issues in analysis of emerging trends.  Use disaggregated data, when available, to examine trends/patterns by group composition.	 	Has been embedded into practice.

## PROVINCIAL EXECUTIVE



TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Structure of the Provincial Executive</b>	<b>Representation of First Nations, Métis, Inuit, and equity-seeking members on the Provincial Executive</b>	<p>Identify potential barriers to running for positions on the Provincial Executive for members of First Nations, Métis, Inuit, and equity-seeking groups.</p> <p>Examine and create resources on the pathways to leadership in the Federation.</p>		<p>Spring 2025 – The <i>Pathways to Leadership for Women in OSSTF/FEESO</i> document was revised and released.</p> <p>Fall 2025 – The AABRRC has begun their work on a pathways document for Black and Racialized members.</p>
<b>Professional Development</b>	<b>Equity training</b>	Ongoing regular equity, anti-racism, and anti-oppression training.		The Provincial Executive continues to receive training on a variety of issues related to equity, anti-racism, and anti-oppression.
<b>Coalitions, Partnerships, Donations</b>	<b>Distribution of Federation support</b>	<p>Review criteria and make recommendations.</p> <p>Continue to donate and sponsor equity-based initiatives.</p>		<p>OSSTF/FEESO has an internal policy on procurement which has diversity and inclusion considerations.</p> <p>November 2025 – OSSTF/FEESO provided a sponsorship contribution to Harmony Movement’s Educators Anti-Racism Conference.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
				<p>January 2026 – OSSTF/FEESO provided a sponsorship contribution to Urban Alliance on Race Relations for their Annual Racial Justice Summit.</p> <p>January 2026 – OSSTF/FEESO provided a sponsorship contribution to Indigenous Literacy Camp.</p>




## PROVINCIAL COUNCIL

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Provincial Council Meetings	Meeting agenda	Review agenda with an equity lens.		An Equity Update is provided as a standalone item at every meeting.
	Participation	Ensure that those attending Provincial Council are familiar with the practices.		September 2025 – Chair and Vice-Chair provided training on participation and practices at Provincial Council to new Councillors and Provincial Council Liaisons.
	Representation	Collect demographic data on Provincial Councillors and those sitting on nominations committee.		





## DISTRICTS AND BARGAINING UNITS

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Member Engagement</b>	<b>Engaging First Nations, Métis, Inuit, and equity-seeking members</b>	<p>Create training and resources on engaging First Nations, Métis, Inuit, and equity-seeking members.</p> <p>Work with the Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer.</p>		<p>October 2024 – The Bargaining Unit Equity, Anti-Racism, and Anti-Oppression resource titled <i>Cultivating a More Equitable, Inclusive, and Accessible Federation</i> was updated and published.</p> <p>September 2025 – A Member Welcome Manual was developed and released.</p> <p>October 2025/January 2026 – Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officers received regional training which included components on member engagement.</p>
	<b>Communication</b> Implement communication strategies that reach membership	Review processes and make changes with assistance from Communications/Political Action department.		Bi-weekly Update news emails are sent to members.






## SENIOR STAFF


TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Equity, Anti-Racism, and Anti-Oppression Training</b>	<p><b>Ensure working knowledge of equity matters/issues/concerns for:</b></p> <ul style="list-style-type: none"> <li>• members of Provincial Executive</li> <li>• members of senior staff</li> <li>• secretariat members</li> <li>• COPE staff</li> <li>• other contract or temporary labour</li> </ul>	<p>Develop and ensure the delivery of annual training that is appropriate for each group on equity, anti-racism, and anti-oppression.</p>		<p>The In-House Equity Work Group has focused its 2025-2026 work on increasing the awareness on issues related to equity, anti-racism, and anti-oppression for all staff working in Provincial Office.</p> <p>June 2025 – Staff were invited to attend a workshop on neurodiversity.</p> <p>September 2025 – Staff were invited to attend training on the Witness Blanket and Reconciliation.</p> <p>April 2026 – All staff in Provincial Office will be required to take an introductory equity training</p>
<b>Hiring and Promotions</b>	<p><b>Consistent and equitable hiring</b> Ensure policies and practices of OSSTF/FEESO are appropriate to:</p> <ul style="list-style-type: none"> <li>• the hiring of members of First Nations, Métis, and Inuit, and equity-seeking groups</li> <li>• the promotion of members of First Nations, Métis, and Inuit, and equity-seeking groups to positions of leadership</li> </ul>	<p>Review and make recommendations as appropriate.</p> <p>Work with Human Resources to develop strategies.</p>	  	<p>An equity hiring statement is included in all HR job postings.</p> <p>An equity-related question has been incorporated into the interview process.</p> <p>A voluntary self-identification survey is attached to every job posting.</p> <p>Self-identification data is considered during the recruitment process.</p>

## OPERATIONAL SERVICES—HUMAN RESOURCES








TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Hiring and Promotions	Training	Ensure Human Resources staff have the equity knowledge to advise the organization on processes.		HR staff continues to receive training on a variety of issues related to equity, anti-racism, and anti-oppression.  January 2026 – HR staff took training on Building Corporate Cultures through Indigenous Values.
	Policies and Procedures	Update the OSSTF/FEESO employment equity policy and ensure regulatory compliance.  Identify equity concerns at Provincial Office.	 	October 2025 – The internal Employment Equity Policy was updated.  The In-House Equity Work Group regularly discusses equity concerns at Provincial Office at their monthly meetings.
	Representation	Conduct a census of the staff at Provincial Office.		June 2023 – Demographic self-identification survey was completed by all staff at Provincial Office.






## PROTECTIVE SERVICES—MEMBER PROTECTION






TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Grievance and Arbitration</b>	<b>Workplace discrimination</b> Representing members who have experienced discrimination in the workplace	Review practices and make recommendations on ways to improve representation of those experiencing workplace discrimination.		Member Protection Work Group has embedded the practice of applying an equity lens when reviewing grievance files and making recommendations for arbitration.
				Spring/Summer 2026 – Protective Services is providing training to local leaders/grievance officers on the basics of grievance process and arbitral law, including on files related to violations of Code-protected grounds.
<b>Human Rights Tribunal</b>	<b>Member support for Tribunal cases</b>	Investigate ways to support members who wish to initiate Human Rights complaints.		November 2023 – Launched a pamphlet outlining the processes for members to initiate human rights complaints.
		Incorporate pamphlet resource on processes for members to initiate human rights complaints in future training opportunities for local leaders.		
<b>Discipline</b>	<b>Employer discipline of members</b> Patterns of discipline	Collect data on employer discipline of Members to examine disparities in disciplinary action.		Fall 2024 – Launched pilot data collection project to systematically collect data on employer discipline.  November 2025 – Pilot was expanded to include 3 more Bargaining Units.

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Communicate plan to collect data on employer discipline of members.		<p>April 2024 – Protective Services Conference hosted keynote speaker Dr. Scot Wortley.</p> <p>November 2024 – An article was published in Update announcing the launch of the pilot project. A webpage was also developed on the OSSTF/FEESO website.</p>

## PROTECTIVE SERVICES—NEGOTIATIONS & CONTRACT MAINTENANCE








TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Bargaining</b>	<b>Bargaining</b>	Include self-identification component in bargaining survey to analyze disaggregated data.		Bargaining survey included demographic questions.
		Attempt to bargain joint equity committees in each unit where the union(s) and the employer can discuss issues; and bargain any additional issues as required.		Model language on establishing joint equity committees will be provided to locals.
		Access the Equity Officer as a resource for the central bargaining process.		Bargained and achieved access to paid leave days for Indigenous days of significance.
				Members of the In-House Equity Team are assigned as Provincial Bargainers to build bargaining briefs and prepare for bargaining.
<b>Advocacy</b>	<b>Equity, Anti-Racism, and Anti-Oppression Officer</b>	Provide training on the role and the work from a Protective Services lens.		October 2025/January 2026 – Delivered training to Equity, Anti-Racism, and Anti-Oppression Officers on conducting equity audits on collective agreements at regional training sessions
	<b>Review Bylaws and Policies related to Protective Services</b>	Bylaws and Policies Review Work Group to review expiring and current policies through an equity lens.		Through the Protective Services Committee, external policies are reviewed through an equity lens on an ongoing basis.
<b>Contract Maintenance</b>	<b>Ensure diversity with processes for hiring and promotions</b>	Provincial Office staff to work with local leaders.		External Policy 3.9 on discrimination in hiring. External Policies 5.1.11; 5.1.12; 5.1.13; and 5.1.14 on diversification of the membership through hiring.





TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Assist Bargaining Unit executives to complete equity audits of the local Collective Agreement.		Bargaining Units across the province are preparing for the next opportunity to negotiate proposals to address issues uncovered through conducting equity audits of their Collective Agreements.
<b>Training</b>	<b>Protective Services Committee</b>	Continue to build capacity for presenters at regionals and conferences to deliver training on equity, anti-racism, and anti-oppression through a protective services lens.		April 2025 – Workshop was presented at the PSC Conference on Leading Cases in Human Rights Arbitration.
<b>School Board Associations</b>	<b>Promote equity, anti-racism, anti-oppression, and diversity</b>	Advocate for policies and practices that promote diversity.		There is an OSSTF/FEESO provincial staff and/or a member who sits on each of the subcommittees for the Canadian Teachers' Federation and the Ontario Federation of Labour.  Provincial staff assigned to meet with OPSBA and the CTA on matters of contract maintenance advocating on members' behalf.
<b>Pay Equity</b>	<b>Joint pay equity maintenance in local collective agreements</b>	Assist Bargaining Units with maintaining pay equity plans.		Bargaining Units are actively bargaining proposals for joint maintenance of pay equity.
	<b>Address issues at the Pay Equity Commission and tribunal</b>	Assist Bargaining Units with legal representation at the Pay Equity Commission and Tribunal.  Explore alternative methods of achieving results through the grievance/arbitration process.		This practice is embedded in the work of Protective Services field secretaries.



TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	<b>Support local leaders</b>	Assist Bargaining Units in setting up a pay equity plan and maintaining that plan.		<p>Pay equity is on every Protective Services Division field secretary's assignment to better assist Bargaining Units.</p> <p>Model language for pay equity maintenance are provided to Bargaining Units to try to achieve through local bargaining.</p>
<b>Health and Safety</b>	<b>Training and resources</b>	Provide training for Committee members on racism and discrimination as a health and safety hazard.		Fall 2024 – Training was delivered by the Equity, Diversity, and Inclusion Coordinator.
		<b>Advocacy</b>	Review literature on racism and discrimination as a health and safety hazard.	
		Advocate for recommendations on addressing racism and discrimination as a health and safety hazard.		March 2026 – HS/WSIAC submitted an external policy motion to AMPA to recognize racism and discrimination as a workplace health and safety hazard.
	<b>Representation</b>	Advocate for diverse representation on local health and safety committees.		Fall 2025/Spring 2026 – The provincial committee communicated and promoted the ten additional delegate spots reserved for Fall 2025 regionals and the Spring 2026 committee conference.




## PROFESSIONAL SERVICES—COMMUNICATION/POLITICAL ACTION






TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Communication	Messaging: Members, the public, parent groups, and community groups	Continue outreach to ethnic media outlets for translation of key messaging.		
		Continue using diverse visual representations of our membership, students, and families.		Has become embedded practice within the CPA department.
		Amplify messaging of allied groups/organizations.		Has become embedded practice within the CPA department.
		Continue to use multimedia digital platforms to circulate information.		Has become embedded practice within the CPA department.
		Enhance the OSSTF/FEESO provincial website.		This project is underway.
		Implement a social media strategy that intentionally celebrates and honours an array of days of significance on OSSTF/FEESO social media platforms.		Has become embedded practice within the CPA department. Downloadable graphics on days of significance are shared monthly via the Provincial Executive Liaison Report.
		Expand our use of closed captioning on our video creatives, and other events where possible.		Has become embedded practice within the CPA department.




TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Publications</b>	<b><i>Education Forum and Update</i></b> Diverse representation of authors and topics	Include diverse representation of authors and topics.		Developed author recruitment strategy to amplify the expertise and perspectives of First Nations, Métis, Inuit, and equity-seeking groups.
<b>Political Action</b>	<b>Member engagement</b>	Advocate for Districts and Bargaining Units to select members/delegates of First Nations, Métis, Inuit, and equity-seeking groups to participate in political action activities and leadership opportunities.  Engage in greater political discourse on issues of equity.	  	There is a provincial staff and/or OSSTF/FEESO member who sits on each of the subcommittees for the Canadian Teacher's Federation and the Ontario Federation of Labour.
<b>Community Organizing</b>	<b>Relationships with community members and organizations</b>	Build sustainable relationships with community members and organizations.		June 2025 – Along with Districts participating in local Pride activities, OSSTF/FEESO participated in the Pride Toronto Street Fair where the Federation hosted an information booth and participated in various Toronto Pride Parade activities.  August 2026 – The Provincial Executive appointed three OSSTF/FEESO members as Regional Organizers for the 2025-2026 Federation Year







TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	<b>Media and Communications</b>	<p>Work with community groups to develop and promote resources to address inequities, racism, and oppression.</p> <p>Work towards building regional identity-based educator networks across the province for District and Bargaining Unit leaders and members to cultivate collectives dedicated to challenging systemic inequities in relation to their regions.</p> <p>Provide media and communications training to Black, First Nations, Métis, Inuit, and racialized members that support local community actions and organizing.</p>		<p>August 2025 – OSSTF/FEESO sponsored the Toronto Caribbean Carnival’s Junior Carnival which included an information booth.</p> <p>May 2025 – Provincial staff attended the annual National Indigenous Education and Reconciliation National Gathering (NIERNG).</p> <p>November 2025/January 2026 – Regional Organizers delivered sessions on Organizing for Equity at the Equity, Anti-Racism, and Anti-Oppression Officer Regional Training.</p> <p>Has become embedded practice within the CPA department.</p>
<b>Government Relations</b>	<b>Lobby efforts that support and include diverse communities and members</b>	Promote and support the engagement of members of First Nations, Métis, Inuit, and equity-seeking groups to participate in Federation lobbying activities.		May 2025 – Local Lobby Week took place. CPA department with the support and input from the CPAC developed resources to assist with existing local lobbying efforts.





TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		<p>Review initiatives and policies related to equity, anti-racism, and anti-oppression.</p> <p>Encourage and support members of First Nations, Métis, Inuit, and equity-seeking groups to join local labour councils and their initiatives and activities.</p>		<p>Has become embedded practice within the CPA department. Joint submission and comments provided on Bill 33, OHRC's Dreams Delayed report, and Ontario Regulation 521/01.</p>

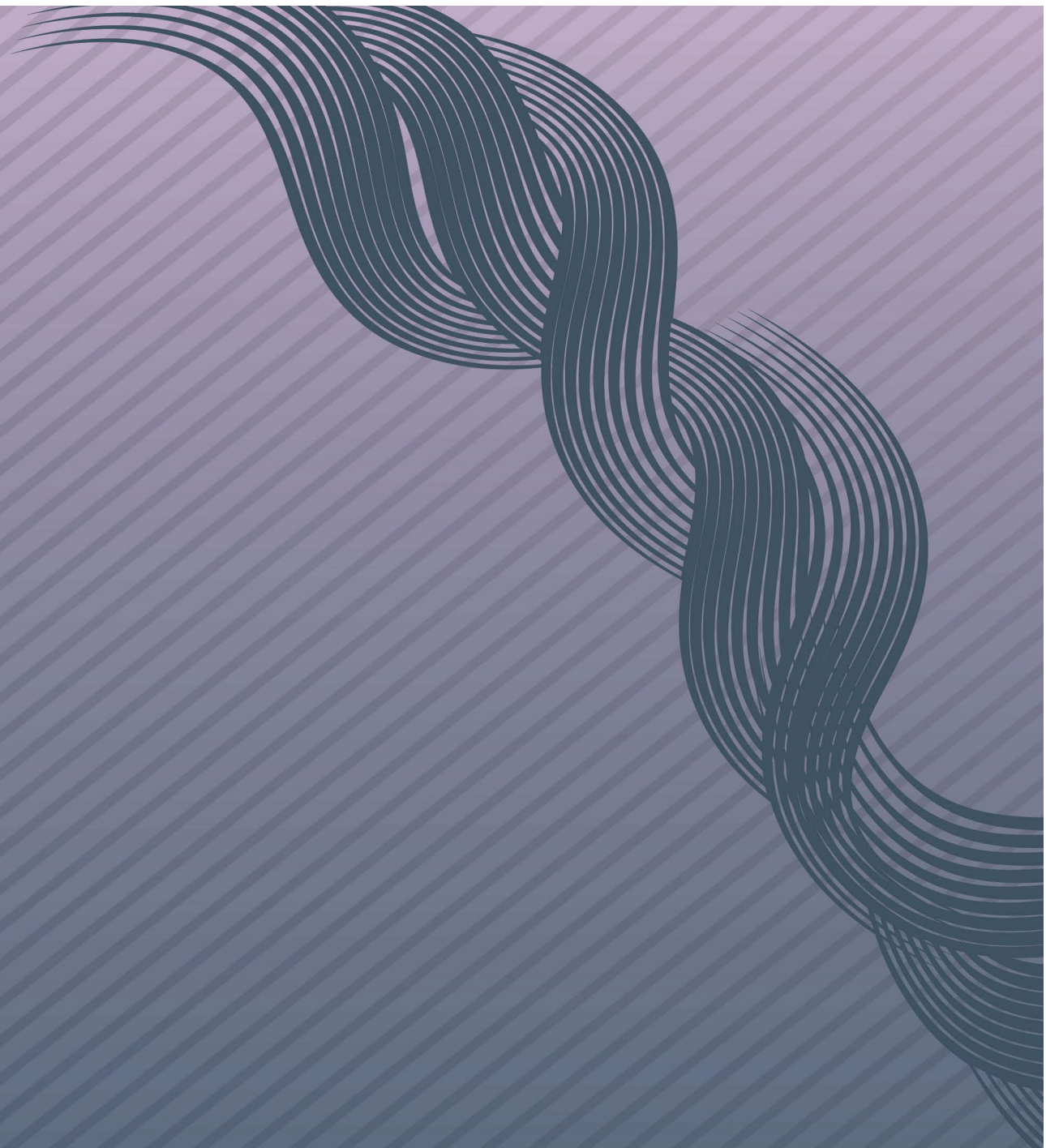
## PROFESSIONAL SERVICES—EDUCATIONAL SERVICES

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Professional Development and Training	Member access to OSSTF/ FEESO professional development and training	Offer professional development (PD) events on evenings or Saturdays.		See 2025-2026 UTA offerings.  Leadership Training Opportunities and Learning Plan Checklist was created.
		Create new resources and workshops for members.		
		Review existing workshops and resources with equity, anti-racism, and anti-oppression lenses.		February 2026 – Challenging Misogyny as well as Racial Justice have been reviewed and updated; presenter training for these workshops occurred in February.
		Ensure diversity in group composition of those providing training.		Fall 2025 – The OCT released its Professional Advisory on Addressing Hate and Discrimination which will be incorporated into PD workshops.  Workshop presenter applicants are encouraged to complete the voluntary self-identification survey. Efforts are made to have diversity in group composition.
		Increase access to professional development and ways to increase member participation.		Ongoing departmental discussions taking place.

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<b>Meetings</b>	<b>Encourage the adoption of accessible and inclusive meeting practices</b>	<p>Develop training for local leaders.</p> <p>Provide additional support to local leaders on chairing meetings and Committee and Council chairs and vice-chairs on chairing and running meetings to ensure these meetings are conducted using anti-oppressive practices.</p> <p>Provide training/resources to assist members with various levels of experience with participation in Federation meetings.</p>	  	<p>See 2025-2026 UTA offerings including Introduction to Chairing Meetings; Meetings, Minutes and Motions; Constitutions 101.</p> <p>The role of District Lead Speaker has been created.</p> <p>Provincial staff regularly assist local leaders with supporting the chairing of meetings and with parliamentary questions. They have developed a new introductory workshop on Chairing Meetings and Meeting, Minutes, Motions. They also provide training to local executives and provincial Committees and Councils by providing the Group Facilitation workshop.</p> <p>January – March 2026 – Pre-recorded trainings were offered to Representatives and Alternates attending AMPA.</p>
<b>Constitution</b>	<b>Review of Constitution through equity, anti-racism, and anti-oppression lens</b>	<p>Assist local leaders to review their constitution through an equity and anti-oppression lens.</p> <p>Review constitution workshops.</p>		<p>April 2025 – Department is working with EDI Coordinator to develop strategy.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Work with the Parliamentary and Constitution Council and other appropriate provincial work groups.		Review of the Constitution Review Checklist using an equity lens is an ongoing activity.
<b>Faculties of Education</b>	<b>Investigate ways in which OSSTF/FEESO can engage with faculties of education regarding intake and qualification requirements as they pertain to representation of members from First Nations, Métis, Inuit, and equity-seeking groups</b>	Lobby for access programs at faculties especially for students from First Nations, Métis, Inuit, and equity-seeking groups.		Lobbying through Ontario Teachers' Federation (OTF) for the inclusion of more/better equity and social justice in curriculum and access to programs at faculties of education especially for students of First Nations, Métis, Inuit, and equity-seeking groups.
		Lobby for inclusion of more and better equity and social justice content in curriculum.		
		Lobby for demographic data collection to identify who applies to programs, who gets in and who graduates.		Fall 2025 – Boundaries workshop is being reviewed and updated.
		Review Professional Boundaries workshop for Faculties of Education to include anti-oppression and anti-racism components.		Restructured application process for accessibility, transparency, and to encourage members from First Nations, Métis, Inuit, and equity-seeking groups to consider participating.
		Review how members are appointed to the Faculties of Education Work Group (FEWG) and what role they play with faculties and locals.		

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Examine what workshops we should make available to faculties.		Workshop offerings have been developed by staff.
<b>ESC/ESO Training</b>	<b>Diversity of voices and expertise</b>	Ensure there is a variety of diverse voices and expertise when providing training.		The Educational Services Committee is supporting local Educational Services Officers (ESO) by providing resources and liaison via email to support them in their work.
		Provide resources and workshops at ESO Regionals and ESO Conferences.		November 2025 – Participants received various resources and training at the Educational Services Conference relating to artificial intelligence in education and the various concerns and applications including bias in AI.
		<b>Review Bylaws and Policies related to Educational Services</b>	Review expiring and current policies through an equity lens.	



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