

OSSTF/FEESO Action Plan to Support Equity, Anti-Racism, and Anti-Oppression

The Action Plan to Support Equity, Anti-Racism and Anti-Oppression is being implemented in every department of the Ontario Secondary School Teachers' Federation (OSSTF/FEESO). Through ongoing consultation, a focus on training, and structural shifts, OSSTF/FEESO continues to make strides towards achieving the goals established in the Plan.

The Professional Services Division, which comprises of the Educational Services and Communication and Political Action departments, has developed several resources, supported workshops by Members for Members, hosted webinars and examined internal structures. This year, committees, councils, and work groups have turned their attention to internal training as well as offering equity-based workshops at their conferences. Significant attention was given to meeting-governance structures. In preparation for AMPA, recorded and live training modules and materials were provided to AMPA Delegates and Alternates relating to the new OSSTF/FEESO rules of order and an introduction to AMPA.

Our Update and Education Forum publications continue to proactively advance voices, perspectives, experiences, and the expertise of underrepresented groups within OSSTF/FEESO.

Members of First Nations, Métis and Inuit, and equity-seeking groups were encouraged to participate in events such as Lobby Day, the Election Readiness Conference, the Human Rights Conference, and the Ontario Federation of Labour Convention through a process of contacting Provincial Office directly to register for the events. Such a process reduced the barrier of financial limitations of Districts and Bargaining Units as well as systemic barriers that limited representation from Members of First Nations, Métis and Inuit, and equity-seeking groups. In addition, community partnerships significantly increased this year, allowing OSSTF/FEESO to consult and develop relationships with education and community organizations.

The Protective Services Division, which comprises of the Member Protection and Negotiations and Contract Maintenance departments, used a bargaining strategy that engaged Members to respond to questions which included a focus on equity issues. The data that has been collected is being considered in the design of the Negotiating Brief. A series of key informant interviews and town hall meetings were conducted. All bargaining, both central and local, is being approached through an equity lens.

The Protective Services Committee completed equity training, created an Equity Ad-Hoc work group, reviewed, and revised current workshops through an equity lens, and are in the process of developing new training for regionals to support local bargainers to complete equity audits of their collective agreements.

The Member Protection Department reviewed grievance files during the Member Protection Work Group through an equity lens. All file reviewers continue to receive equity training. Several grievances, which centred on de-streamed class sizes, were recommended for

arbitration, and other legal avenues are currently being explored around the issue of de-streaming and class sizes. Where possible, local bargaining units are being advised to pursue local language on de-streamed class sizes.

In the 2022–2023 Federation year, the focus will include a review of the OSSTF/FEESO pledge, anti-harassment policies and procedures, along with an examination of the pathways to leadership within OSSTF/FEESO. As OSSTF/FEESO moves into formal bargaining, it is worth noting that bargaining and the provincial election are inextricably linked. All efforts will be made to center on equity issues.

Please review the chart below which reflects the updates that have been made during 2021–2022 to the OSSTF/FEESO Action Plan to Support Equity, Anti-Racism and Anti-Oppression.

OSSTF/FEESO Action Plan to Support Equity, Anti-Racism, and Anti-Oppression

ORGANIZATIONAL			
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	STATUS
Membership <i>12–18 months</i>	Composition of membership Experiences of membership	Develop a process to gather demographic data information of the membership Collaborate with other education affiliates on best practices for self-identification in polling and surveys Conduct an equity survey of the current membership to identify changes and trends from our 2011 and 2016 surveys	December 2021 – The OSSTF/FEESO Voluntary Self-Identification Survey launched.
Leadership opportunities <i>12–36 months</i>	Participation of members of First Nations, Métis and Inuit and equity-seeking groups in leadership opportunities, including those who are Black, racialized, and Indigenous	Ensure leadership opportunities are accompanied by sponsorship, mentorship, and meaningful training	January 2022 – OSSTF/FEESO increased the allocation for Districts to select one additional delegate of First Nations, Métis and Inuit and equity-seeking groups for Lobby Day. November 2021 – OSSTF/FEESO increased the allocation of additional delegate spots for the 16 th Biennial Convention of the Ontario Federation of Labour (OFL). Members of First Nations,

			<p>Métis and Inuit and equity-seeking groups on OSSTF/FEESO committees and councils were able to independently apply to attend the convention on a first-come, first-served basis.</p> <p>October 2021 – OSSTF/FEESO created one hundred additional Bargaining Unit delegate spots for members of First Nations, Métis and Inuit and equity-seeking groups to attend the Election Readiness Conference.</p> <p>September 2021 – The Black Persons and Persons of Colour Advisory Work Group members-at-large complement was temporarily increased from 10 to 25 members-at-large for the 2021-2022 school year.</p> <p>September 2021 – The Equity Mentorship Engagement Program launched.</p>
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<p>Policies and procedures <i>12–36 months</i></p>	<p>External Addressing systemic racism in schools: curriculum, early streaming, hiring and promotions, professional development & training, School Resource Officer programs</p> <p>Internal Ensure that policies and procedures are inclusive and reflect current and appropriate equity language</p> <p>Ensure that the OSSTF/FEESO Equity Statement and the anti-harassment policies and procedures address systemic discrimination appropriately</p> <p>Ensure that the principles outlined in the Equity Statement are reflected in practices</p>	<p>Review and make recommendations</p> <p>Ongoing audit of appropriate language use</p> <p>Review Equity Statement, anti-harassment policy & procedures</p> <p>Review and make recommendations</p>	<p>External AMPA 2021 – Carried the following motions, EDIS 201-21, EDIS 202-21, EDIS 204-21, EDIS 205-21, EDIS 206-21, EDIS 207-21, EDIS 208-21, EDIS 211-21, EDIS 212-21, EDIS 213-21, EDIS 214-21, EDIS 215-21, EDIS 215-21-A1, EDIS 216-21, EDIS 219-21, and EDIS 219-21-A1.</p> <p>Internal January 2022 – An AMPA 2022 motion was submitted by the Provincial Executive with the proposed revisions to the OSSTF/FEESO Equity Statement.</p> <p>September 2021 – <i>The Action Plan to Support Equity and Anti-Oppression</i> was renamed to <i>Action Plan to Support Equity, Anti-Racism, and Anti-Oppression</i>.</p> <p>September 2021 – Provincial committees and advisory workgroups reviewed and provided feedback on the OSSTF/FEESO Equity Statement.</p>
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ORGANIZATIONAL			
TOPIC/ TIMELINE *(under consideration)	AREA OF CONCERN	ACTION	STATUS
Training for members in OSSTF/FEESO leadership roles <i>18 months</i>	Equity, anti-racism, and anti-oppression training Ensure a working equity knowledge for: <ul style="list-style-type: none"> • members of provincial committees • committee chairs • members of workgroups • members of provincial council • provincial council chairs • members of local leadership 	Develop and ensure the delivery of annual training that is appropriate for each group Pursue training opportunities related to intersectional and equity-informed research practices Assess effectiveness of conferences, symposia, regionals	Fall 2022 – Protective Services Committee Regionals A practical application for local leaders to conduct an equity audit on their collective agreement(s) April 2022 – Education Services Committee Conference: <i>Reflection to Action – The Roles & Responsibilities as Anti-Oppression Education Workers</i> April 2002 – Protective Services Committee Conference A broad application of how to conduct an equity audit of OSSTF/FEESO Collective Agreements February 2022 – Protective Services Committee Regionals An introduction to conducting an equity audit of OSSTF/FEESO Collective Agreements November 2021 – The OSSTF/FEESO Protective Service Committee received

			<p>training on conducting equity audits on Collective Agreements.</p> <p>October 2021 – Addressing Anti-Black Racism and Allyship workshops launched.</p> <p>August 2021 – Anti-racism training was provided to Bargaining Unit presidents at the 2021 OSSTF/FEESO Presidents’ Symposium.</p>
<p>Individual and systemic discrimination <i>24 months</i></p>	<p>Address individual and systemic discrimination at each level of Federation:</p> <ul style="list-style-type: none"> • Provincial • District • Bargaining Unit • workplace 	<p>Review reporting and investigation process and create a strategy to inform members of process</p> <p>Develop a strategy to provide equity, anti-racism, and anti-oppression training to members</p>	<p>AMPA 2021 – Carried the following provincial budget lines,</p> <p>Account #2016 – Anti-Racism and Equity Training for Members</p> <p>Account #2018 – Anti-Racism and Equity Training for Districts and Bargaining Units</p>

<p>Committees/ councils/ workgroups <i>12–24 months</i></p>	<p>Process for application/ appointment Application & appointment process</p> <p>Representation Increase the representation of members of First Nations, Métis and Inuit and equity-seeking groups on committees/councils/workgroups</p> <p>Provide opportunity and process for committees and workgroups to connect in their common work in addressing oppression</p>	<p>Ensure equity, anti-racism, and anti-oppression principles are part of decision-making</p> <p>Review application and process</p> <p>Ensure representation/applicants group reflects a diverse talent pool Encourage members to voluntarily self-identify</p> <p>Promote the importance of collecting demographic data</p> <p>Develop strategy to address gaps in participation consult and make recommendations</p>	<p>Representation: December 2021 – The OSSTF/FEESO Voluntary Self-Identification Survey launched.</p> <p>August 2021 – Members who self-identify as Black, FNMI, Francophone, 2SLGBTQI+, person living with a disability, racialized and/or women were encouraged to apply to the OSSTF/FEESO Parliamentary Speaker Bank.</p>
<p>Member awareness <i>24 months</i></p>	<p>Raise the awareness of discrimination and systemic racism</p>	<p>Develop online resources, write articles in <i>Education Forum</i> and <i>Update</i></p>	<p>Update Articles Ongoing</p> <p>Education Forum Spring 2020 Fall 2020 Spring 2021 Fall 2021 Spring 2022</p>

ORGANIZATIONAL			
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	STATUS
Equity Caucus meetings <i>24 months</i>	Purpose of equity caucus Format Process Registration to events is completed by local administrative assistants at AMPA for some Districts	Change format to a closed meeting of a group of persons belonging to the same faction for discussion on policy Ask caucus groups to determine how they want to use the time and space Pay attention to the intersection of identities when scheduling caucus meetings Provide a formalized mechanism for feedback from these meetings Ensure we have individual registration— or a secure way to collect equity data via AMPA	September 2021 – The pre-registration requirement to attend virtual Provincial caucuses was removed. September 2021 – The Equity Officer email address was created for members to forward feedback, questions, and concerns to the In-House Equity Team.

<p>Annual Meeting of the Provincial Assembly</p>	<p>Structures of convention</p> <p>Access to participation consistent and appropriate for all members Examine the process of getting selected by the Bargaining Unit to be a delegate</p> <p>Rules of Order Members feel excluded when they do not understand these processes and the language in documents; training materials or explanations made available prior to AMPA; how would delegates know that Steering is there to assist, rather than simply “rule” on orderliness or motions</p>	<p>Examine and provide recommendations regarding OSSTF/FEESO’s Rules of Order and structures that create and prioritize agendas, sequencing, business and organizational components of meetings Ensure Agenda includes discussion of equity concerns, feedback, and initiatives</p> <p>Review and make recommendations</p> <p>Ensure that appropriate training and supports for members are available</p> <p>Ensure that appropriate and ongoing training on equity, anti-racism, and anti-oppression is provided to staff, Speakers, and members of Steering</p> <p>Normalize the use of preferred pronouns in emails, meetings, and all forms of communication Review and make recommendations</p>	<p>February 2022 – Provincial Council will review the proposed changes to OSSTF/FEESO’s Rules of Order.</p> <p>November 2021 – Provincial committees and advisory workgroups provided feedback on OSSTF/FEESO’s Rules of Order.</p> <p>September 2021 – The survey examining the barriers of navigating the OSSTF/FEESO Rules of Order closed.</p> <p>August 2021 – A survey was issued to delegates and alternates who attended The Annual Meeting of the Provincial Assembly for OSSTF/FEESO in the last four years to examine the barriers members face when navigating the Rules of Order that govern the meeting.</p> <p>Ensure that appropriate training and supports for members are available</p> <p>October 2021 – Union Training Academy (UTA) launched.</p>
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ORGANIZATIONAL			
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	STATUS
Presidents' Symposium <i>6 months ongoing</i>	Balance between mandatory and elective training Provided all leaders with equity training	Ensure that training in equity, anti-racism, and anti- oppression is part of the annual conference Ensure that all leaders participate in training on equity, anti-racism, and anti- oppression (including, but not limited to, addressing unconscious bias)	August 2021 – Addressing Anti- racism - training was provided to Bargaining Unit presidents at the 2021 Presidents' Symposium.
New Presidents' Training <i>Ongoing</i>	Equity training for new presidents	Ensure that training available to 1st year presidents with follow up training for 2nd year presidents	August 2021 – Addressing Anti- racism - training was provided to Bargaining Unit presidents at the 2021 Presidents' Symposium.
Judicial Council <i>18 months</i>	Appropriate equity, anti-racism, and anti-oppression training for advocates to support parties	Review and make recommendations	In-progress
Mediation Services Resource Bank <i>18 months</i>	Appropriate equity, anti-racism, and anti-oppression training for mediators to support parties Consider how mediators are assigned to cases	Review and make recommendations	In-progress

Equity Mentorship Program <i>6–12 months</i>	Mentorship for members of First Nations, Métis and Inuit and equity-seeking groups to pursue leadership opportunities	Review and make recommendations	October 2021 – OSSTF/FEESO Equity Mentorship Engagement Program was launched.
Equity Officer <i>12 months</i>	Effectiveness of the equity officer role	Review and make recommendations Expanded the number of staff assigned to the equity portfolio	June 2021 – The provincial In-house Equity Team expanded to include seven members of provincial staff. May 2021 – Equity, Diversity, and Inclusion Coordinator was hired.
Equity Statement <i>6 months</i>	Effectiveness of the Equity Statement	Review and make recommendations to determine: <ul style="list-style-type: none"> • Is it actionable? • Does the statement reflect current needs? • Is there an awareness of the statement? 	January 2022 – Revisions to the OSSTF/FEESO Equity Statement will be presented at AMPA 2022.

ORGANIZATIONAL			
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	STATUS
Anti-harassment policy and procedure <i>12 months</i>	Effectiveness of the anti-harassment policy and procedure, and training	Review and make recommendations	In-progress
Government tables <i>Ongoing</i>	Equity initiatives	Continue to advocate for equity initiatives aimed at ensuring diversity in the workforce Clarity on our support for equity initiatives and our opposition to announcements that reinforce discrimination and oppression	AMPA 2021 – Carried the following motions, CBW 201-21, CBW 202-21, CBW 203-21, and CBW 204-21.

PROVINCIAL EXECUTIVE			
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	STATUS
Structure of the Provincial Executive <i>18 months</i>	Representation Representation of members of First Nations, Métis and Inuit and equity-seeking groups on the Provincial Executive	Review and make recommendations	November 2021 – started the examination of the pathways to leadership at OSSTF/FEESO.

Decision-making <i>18 months</i>	Equity informed leadership	Ongoing research & establishment of baseline data	
PE professional development <i>Ongoing</i>	Equity training	Ongoing regular equity training Use internal resources, focus groups and task forces	May 2020 May 2021 August 2021 June 2021
Coalitions, partnerships, donations <i>12 months</i>	Distribution of federation support	Review criteria and make recommendations	The International Assistance Advisory Work Group continues to make donations to international organizations using Provincial Account #4510.

PROVINCIAL COUNCIL			
TOPIC/ TIMELINE *(under consideration)	AREA OF CONCERN	ACTION	STATUS
Provincial Council meetings <i>12 months</i>	Meeting agenda Ensure that the equity principles, as set out in the OSSTF/ FEESO Equity Statement, are implemented	Review processes and make recommendations Ensure that those attending Provincial Council are familiar with the practices	September 2021 – <i>The Action Plan to Support Equity and Anti-Oppression</i> renamed to <i>Action Plan to Support Equity, Anti-Racism, and Anti-Oppression</i> . September 2021 – The recognition of members of First Nations, Métis and Inuit and equity-seeking groups within OSSTF/FEESO communications.

<p>Provincial committees <i>12 months</i></p>	<p>Nominations/appointments Ensure those who are making recommendations for appointments have the appropriate information to make informed decisions on recommendations for appointments</p> <p>Terms of reference Participation of different voices and lived experiences</p> <p>Support the needs of local committees and members in the area of equity, anti-racism, and anti-oppression, human rights</p>	<p>Ensure equity, anti-racism, and anti-oppression principles are part of decision-making</p> <p>Encourage members of First Nations, Métis and Inuit and equity-seeking groups to apply Collect demographic data on applicants through the voluntary self-identification process</p> <p>Set goals to increase representation on all committees/councils</p> <p>Update the Provincial Council Handbook to include ordered considerations, that prioritize equity, for nominations to committees/councils</p> <p>Update considerations in committee/council terms of reference pertaining to co-options</p> <p>Increase training and conferences on equity issues (i.e. Human Rights and Status of Women conferences)</p> <p>Ensure we expand who attends conferences</p> <p>Apply equity lens to all</p>	<p>September 2021 – Members of First Nations, Métis and Inuit and equity-seeking groups were encouraged to independently apply, on a <i>first-come, first-served basis</i> to attend the Election Readiness Conference in October 2021. These delegates (100) did not require local approval and were fully-funded by Provincial Office.</p> <p>September 2021 – OSSTF/FEESO increased the allocation of additional delegate spots for the 16th Biennial Convention of the Ontario Federation of Labour (OFL). Members of First Nations, Métis and Inuit and equity-seeking groups on OSSTF/FEESO committees and councils were encouraged to independently apply, on a first-come, first-served basis to attend the convention.</p> <p>October 2021 – OSSTF/FEESO Equity Mentorship Engagement Program was launched.</p>
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		workshops and training that are provided	
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DISTRICTS AND BARGAINING UNITS			
TOPIC/ TIMELINE *(under consideration)	AREA OF CONCERN	ACTION	STATUS
Member engagement <i>12–18 months</i>	<p>Nominations/appointments Apply consistent and appropriate processes for local nominations and appointments</p> <p>Communication Implement communication strategies that reach membership</p>	<p>Review and make recommendations</p> <p>Review processes and make changes with assistance from Communications/Political Action department</p>	<p>September 2021 – <i>Update</i> email blasts conducted bi-weekly.</p> <p>October 2021 – The OSSTF/FEESO Equity Mentorship Engagement Program was launched.</p>

SENIOR STAFF			
TOPIC/ TIMELINE *(under consideration)	AREA OF CONCERN	ACTION	STATUS
Equity, anti-racism, and anti-oppression training <i>12 months</i>	<p>Ensure working knowledge of equity matters/issues/concerns:</p> <ul style="list-style-type: none"> • members of provincial executive • members of senior staff • Secretariat members • COPE staff • other contract or temporary labour 	<p>Develop and ensure the delivery of annual training that is appropriate for each group on equity, anti-racism, and anti-oppression</p> <p>Pursue training opportunities related to intersectional and equity-informed research practices</p>	Ongoing

<p>Hiring & promotions <i>18 months</i></p>	<p>Consistent and equitable hiring Ensure policies and practices of OSSTF/FEESO appropriate to:</p> <ul style="list-style-type: none"> • the hiring of members of First Nations, Métis and Inuit and equity-seeking groups • the promotion of members of First Nations, Métis and Inuit and equity-seeking groups to positions of leadership 	<p>Review and make recommendations as appropriate</p> <p>Work with HR to develop strategies</p>	<p>In-progress</p>
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OPERATIONAL SERVICES—Human Resources			
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	STATUS
Hiring & promotions 18 months	Ensure HR department staff have the equity knowledge to advise the organization on process	Update the OSSTF/FEESO employment equity policy and ensure regulatory compliance Publicize the policy Conduct a census of the staff at 49 Mobile Drive Review and make recommendations as appropriate	In-progress

OPERATIONAL SERVICES—Member Services Accounting, database services, information technology, production, administration			
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	STATUS
Website	Is the website compatible with assistive technology	Work with IT and appropriate members of First Nations, Métis and Inuit and equity-seeking groups to develop recommendations	In-progress
Member protected area	Does this area meet the needs of members?	Work with IT and appropriate members of First Nations, Métis and Inuit and equity-seeking groups	In-progress

		to develop recommendation	
Database/ Unionware	Does our access to information assist our processes and decision-making related to equity and privacy?	Work with IT and appropriate members of First Nations, Métis and Inuit and equity-seeking groups to develop a recommendation	In-progress

PUBLIC POLICY ANALYST			
TOPIC/ TIMELINE *(under consideration)	AREA OF CONCERN	ACTION	STATUS
Research process	Conduct equity informed analysis	<p>Include equity and inclusion as evaluation criteria for research partnerships</p> <p>Include members of First Nations, Métis and Inuit and equity-seeking groups in research design</p> <p>Include equity-related issues in analysis of emerging trends</p> <p>Use disaggregated data from surveys and similar product to allow for equity-informed analysis</p>	January 2022 – OSSTF/FEESO supported the University of Toronto Study: Exploring the Climate Justice Pedagogies of Educators of Colour .

PROTECTIVE SERVICES—Member Protection			
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	STATUS
Grievance and arbitration <i>18 months</i>	Workplace discrimination Representing members who have experienced discrimination in the workplace	Review practices and make recommendations on ways to improve representation of those experiencing workplace discrimination	In-progress
Human Rights Tribunal <i>18 months</i>	Member support for Tribunal cases	Investigate and bring recommendations to the Provincial Executive on ways to support members who wish to initiate Human Rights complaints	In-progress
Discipline <i>18 months</i>	Employer discipline of members Patterns of discipline	Collect data on the percentages of disciplines and negative performance appraisals that are experienced by members of First Nations, Métis and Inuit and equity-seeking groups Investigate and make recommendations for how best to affect change where needed	In-progress

<p>Professional Colleges <i>18 months</i></p>	<p>Impact of professional colleges</p> <p>Supporting members with professional college discipline</p>	<p>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 and Inuit and equity-seeking groups</p> <p>Develop training that can be used for members who are disciplined by professional colleges</p> <p>Review OSSTF/FEESO policies from equity, anti-racism, and anti-oppression perspective and make recommendations accordingly</p>	<p>January 2022 – OSSTF/FEESO supported the University of Toronto Study: Exploring the Climate Justice Pedagogies of Educators of Colour.</p>
<p>Member training <i>18 months</i></p>	<p>Supporting local leaders</p>	<p>Develop a plan for regular, ongoing training for local leaders on strategies that assist in avoiding unintended bias</p>	<p>AMPA 2021 – Carried the following provincial budget lines,</p> <p>Account #2016 – Anti-Racism and Equity Training for Members</p> <p>Account #2018 – Anti-Racism and Equity Training for Districts and Bargaining Units</p>

PROTECTIVE SERVICES—Negotiations & Contract Maintenance

TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	
Bargaining <i>18 months</i>	Bargaining	<p>Disaggregate the data to ensure that we ask people to self-identify in the bargaining survey so that we can analyze</p> <p>Bargain joint equity committees in each unit where the union(s) and the employer can discuss these issues; and bargain any additional issues as required</p> <p>Access the Equity Officer as a resource for the central bargaining process</p>	<p>September 2021 – Focus groups and key informant interviews conducted.</p>
Contract maintenance <i>18 months</i>	<p>Ensure diversity with processes for hiring & promotions</p> <p>Address concerns from members of First Nations, Métis and Inuit and equity-seeking groups regarding the lack of access to promotions</p>	<p>Provincial office staff to work with local leaders</p> <p>Develop a process for local leaders to consistently and fairly support complaints</p> <p>Assist Bargaining Unit executives to complete equity audit of the local Collective Agreement</p>	<p>Fall 2022 – Protective Services Committee Regionals A practical application for local leaders to conduct an equity audit on their collective agreement(s)</p> <p>April 2022 – Education Services Committee Conference: <i>Reflection to Action – The Roles & Responsibilities as Anti-Oppression Education Workers</i></p>

			<p>April 2002 – Protective Services Committee Conference A broad application of how to conduct an equity audit of OSSTF/FEESO Collective Agreements</p> <p>February 2022 – Protective Services Committee Regionals An introduction to conducting an equity audit of OSSTF/FEESO Collective Agreements</p> <p>October 2021 – Union Training Academy (UTA) launched.</p>
<p>School board associations <i>18 months</i></p>	<p>Promote equity, anti-racism, anti-oppression, and diversity</p>	<p>Advocate for policies and practices that promote diversity</p>	<p>There is an OSSTF/FEESO Provincial staff and/or an OSSTF/FEESO member who sits on each of the subcommittees for the Canadian Teacher's Federation and the Ontario Federation of Labour.</p>

PROFESSIONAL SERVICES—Communications/Political Action			
TOPIC/ TIMELINE *(under consideration)	AREA OF CONCERN	ACTION	STATUS
Communication Ongoing	Messaging: the Public	Continue outreach to ethnic media Translation of key messaging into different languages	December 2021 – OSSTF/FEESO Provincial Status of Women and Human Rights Committees and OSSTF/FEESO District 16 York Region presented, An Evening with Dr. Bettina Love for OSSTF/FEESO members.
	Messaging: parent groups, community groups	Greater awareness of diverse visual representation of our membership and students	
	Messaging: Members	Consultation with Advisory Groups on appropriate messaging Amplify messaging of allied groups/equity organizations	September 2021 – OSSTF/FEESO sponsored a half-hour digital news program that streams every Sunday, created by Working Ontario Women (WOW) , a non-profit organization dedicated to changing women’s lives.
	Social Media	Increase ability for members to communicate with their union confidentially or anonymously Enhance members’ ability to communicate with us (i.e. Easier and more visible access to <i>Contact Us</i> function on provincial website) Identify barriers to communicating with Provincial Office and the organization	May 2021 – Close-captioning services acquired for virtual meetings.

		Expand our use of closed captioning on our video creatives, and other events where possible	
Publications <i>Ongoing</i> <i>12 months</i>	<i>Education Forum & Update</i> Appropriate representative voices as authors and topics Expanding outreach to equity-seeking members and groups	Diversification of content to ensure it is representative of the membership and engage a broader range of members for writing/articles Feature resources that represent diverse membership/issues—reinforce anti-racist and anti-oppression work	<i>Update</i> Ongoing <i>Education Forum</i> Spring 2020 Fall 2020 Spring 2021 Fall 2021
Political action <i>Ongoing</i> <i>12 months</i>	Explore stronger outreach and links with specific community groups	Expand our network of allies and anti-oppression organizations Engage in greater political—discourse on issues of equity	August 2021 – OSSTF/FEESO + Community Partners launched a webinar series for OSSTF/FEESO members and the public. Topics include: <i>Advocating for Your Child in Times of COVID and Beyond</i> <i>Advocating for Transitioning and Transgender Youth</i> <i>How to Talk to your MPP/Lobbying 101</i> <i>Learning About Truth – Moving Towards Reconciliation</i>

			<p><i>The Importance of Not-For-Profit Childcare</i></p> <p><i>The Importance of Face-to-Face Learning</i></p> <p>August 2021 – There is an OSSTF/FEESO Provincial staff and/or an OSSTF/FEESO member who sits on each of the subcommittees for the Canadian Teacher’s Federation and the Ontario Federation of Labour.</p>
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PROFESSIONAL SERVICES—Communications/Political Action			
TOPIC/ TIMELINE *(under consideration)	AREA OF CONCERN	ACTION	STATUS
Government Relations <i>In-progress</i> <i>12 months</i>	Lobby efforts that support and include diverse communities and members	<p>Lobby Days and other lobbying activities to increase participation by members of First Nations, Métis and Inuit and equity-seeking groups</p> <p>Review support of lobbying efforts related to Equity, anti-racism, and anti-oppression</p> <p>Assess the support and encourage engagement with local labour councils</p>	<p>September 2021 – Members of First Nations, Métis and Inuit and equity-seeking groups were encouraged to independently apply, on a <i>first-come, first-served basis</i> to attend the Election Readiness Conference in October 2021. These delegates did not require local approval and were fully-funded by Provincial Office.</p> <p>September 2021 – OSSTF/FEESO increased the allocation of additional delegate spots for the 16th Biennial Convention of the Ontario Federation of Labour (OFL). Members of First Nations, Métis and Inuit and equity-seeking groups on OSSTF/FEESO committees and councils were encouraged to independently apply, on a <i>first-come, first-served basis</i> to attend the convention.</p>

PROFESSIONAL SERVICES—Educational Services

TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION	
Professional development and training <i>Ongoing 18 months</i>	Member access to OSSTF/ FEESO professional development and training	<p>Offer regional professional development (PD) events on evenings or Saturdays</p> <p>Continue with offering PD Institutes</p> <p>Review existing workshops and resources with equity, anti-racism, and anti-oppression lenses.</p> <p>Work with Bargaining Units to eliminate barriers to participation</p> <p>Consider creating a suite of equity workshops that allow the development of skills over time</p> <p>Need to consider different audiences—members, leaders, staff</p> <p>Consult with the Educational Services Committee about the feasibility of offering workshops as part of ESO Regionals events on the Saturday of regionals</p> <p>Examine the possibility of offering a conference on equity, anti-racism, and anti-oppression (similar to past conferences on math and technology)</p>	<p>October 2021 – Addressing Anti-Black Racism and Allyship workshops launched.</p> <p>October 2021 – Union Training Academy (UTA) launched.</p>

PROFESSIONAL SERVICES—Educational Services			
TOPIC/ TIMELINE *(under consideration)	AREA OF CONCERN	ACTION	STATUS
Meetings <i>12–18 months</i>	Ensure that districts and Bargaining Unit meetings are conducted using anti-oppressive practices	<p>Develop training for local leaders Revise workshops on running meetings Link to other provincial projects/groups</p> <p>Provide additional support to local leaders on chairing meetings:</p> <ul style="list-style-type: none"> • how are different voices heard • which voices are missing from the table 	October 2021 – Union Training Academy (UTA) launched.
Constitution <i>18–24 months</i>	<p>Assist local leaders to review their constitution through equity, anti-racism, and anti-oppression lenses</p> <p>Training for local leaders</p>	<p>Examine opportunities for diverse voices and representation; start with election/appointment language, executive language</p> <p>Review constitution workshops</p> <p>Work with the Parliamentary and Constitution Council and other appropriate provincial work groups</p>	<p>Fall 2022 – Protective Services Committee Regionals A practical application for local leaders to conduct an equity audit on their collective agreement(s)</p> <p>April 2022 – Education Services Committee Conference: <i>Reflection to Action – The Roles & Responsibilities as Anti-Oppression Education Workers</i></p> <p>April 2002 – Protective Services Committee Conference A broad application of how to conduct an equity audit of OSSTF/FEESO Collective Agreements</p>

			<p>February 2022 – Protective Services Committee Regionals An introduction to conducting an equity audit of OSSTF/FEESO Collective Agreements</p> <p>October 2021 – Union Training Academy (UTA) launched.</p>
<p>Faculties of Education <i>12 months</i></p>	<p>Investigate ways in which OSSTF/FEESO can engage with faculties of education regarding intake and qualification requirements as they pertain to representation of members of First Nations, Métis and Inuit and equity-seeking groups</p>	<p>Lobby for access programs at faculty especially for students of First Nations, Métis and Inuit and equity-seeking groups (usually done through Ontario Teachers' Federation - OTF)</p> <p>Lobby for inclusion of more/better equity and social justice in curriculum (usually done through OTF)</p> <p>Review faculty Boundaries workshop to include anti-oppression and anti-racism components</p> <p>Review how members are appointed to the Faculties of Education Work Group (FEWG) and what role they play with faculties and locals</p> <p>Examine what workshops we should make available to faculties</p>	<p>October 2021 – OSSTF/FEESO launched, Strengthen Public Education–Rebuild Ontario 2022 Education Platform.</p>

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TOPIC/ TIMELINE *(under consideration)	AREA OF CONCERN	ACTION	STATUS
ESC/ESO training <i>Ongoing</i>	Diversity of voices and expertise	<p>Ensure there is a variety of diverse voices and expertise when providing training</p> <p>Provide resources and workshops at ESO Regionals and ESO Conferences</p>	<p>April 2022 – Education Services Committee Conference: <i>Reflection to Action – The Roles & Responsibilities as Anti-Oppression Education Workers</i></p> <p>October 2021 – Union Training Academy (UTA) launched.</p>
Leaders training <i>Ongoing 12 months</i>	Leadership coaching program	<p>Ensure coaching support is available to presidents and local leaders so that they are able to recognize and combat systemic discrimination</p>	<p>April 2022 – Education Services Committee Conference: <i>Reflection to Action – The Roles & Responsibilities as Anti-Oppression Education Workers</i></p> <p>October 2021 – Union Training Academy (UTA) launched.</p>

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