

AMIPA 2024 RAAP



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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 will be reviewed annually with equity updates posted on the OSSTF/FEESO provincial website under the [Equity Update](#) tab.

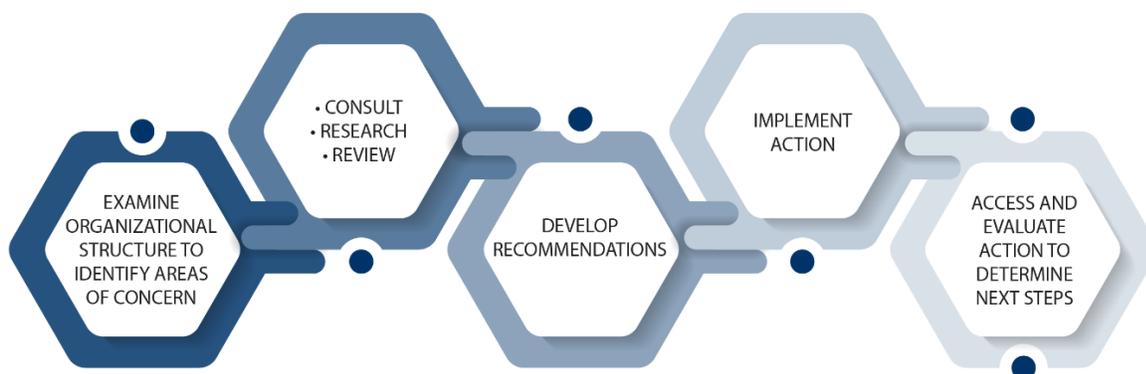
Our Commitment

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, Anti-Oppression Strategy



2023-2024 Year Summation

The *Action Plan to Support Equity, Anti-Racism and Anti-Oppression* continues to be implemented across every department of the Ontario Secondary School Teachers' Federation (OSSTF/FEESO). Through ongoing consultation, research, training, and a focus on creating structural change, OSSTF/FEESO continues to make strides towards building an equitable, inclusive, and accessible Federation. While some highlights of the work done in 2023-2024 are provided below, please do review the accompanying chart for a more detailed view of our equity, anti-racism and anti-oppression work.

OSSTF/FEESO continues to focus on addressing the disproportionality and disparities in member engagement, participation and representation. A major component of this work is through the collection of demographic data to examine who are attending Federation conferences, and applying for committees, councils, work groups, writing teams and to be workshop presenters. Demographic data has been crucial in the intentional efforts to diversify Federation spaces and in addressing gaps in participation. In addition to collecting demographic data, there are ongoing actions to increase the diverse representation in OSSTF/FEESO publications to combat stereotypes and to amplify the expertise and perspectives of members of First Nations, Métis, Inuit and/or equity-seeking communities. For example, while articles related to equity, anti-racism and anti-oppression are regularly published in *Education Forum*, the Spring 2024 Issue is thematically focused on equity, anti-racism and anti-oppression in labour and education.

To encourage member engagement, the Federation has re-released the resource *Building Common Ground: Member Engagement from an Equity, Anti-Racism and Anti-Oppression Framework*. This resource was reviewed by the Equity Advisory Work Group, the New Member Engagement Advisory Work Group and the Committee on Addressing Anti-Black Racism/Racism. The resource contains a series of considerations and worksheets for leaders to work through with their executive to ensure that they are engaging members through an equity, anti-racist and anti-oppressive lens.

OSSTF/FEESO continues to be intentional about cultivating anti-racist and anti-oppressive practices while identifying and dismantling systemic barriers to member participation and access to Federation initiatives and supports. In the fall, the Federation invited applications from members who self-identify as First Nations, Métis, Inuit and equity-seeking to be part of the Canadian Labour Congress (CLC) delegation to the 68th session of the Commission on the Status of Women. Moreover, ten spots were allocated for members who self-identify as First Nations, Métis, Inuit and/or equity-seeking to attend the Ontario Federation of Labour (OFL) Convention.

The Federation continues to include and amplify the experiences of members of First Nations, Métis, Inuit and equity-seeking groups in various Federation discourse, governance and practices. The Addressing Anti-Black Racism/Racism and Human Rights Committee held their first meetings of the 2023-2024 Federation year in Windsor, Ontario visiting a number of historical Black Canadian sites. This included the Amherstburg Freedom Museum, the John Freeman Walls Historic Site, and the Sandwich First Baptist Church. Members of the two committees also attended a workshop facilitated by Irene Moore Davis, the President of the Essex County Black Historical Research Society.

Intentional efforts have been made to ensure that there are diverse voices and expertise at Provincial events. For example, the Educational Services Conference, entitled "Voices of

Change: Our Role in Evolving Narratives in Education” included keynote speaker Dr. Vidya Shah who spoke about the twelve common myths in the stories we tell about equity of access and outcomes in public education. Moreover, the Federation provincially funded up to two Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officers/designates to attend the Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer Triennial Conference. Additionally, the Federation provincially funded up to five delegates from each District to participate in the Women’s Advocate Regional Training Program.

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 provides up to three research grants to support conducting, presenting, and publishing research in support of public education and anti-racism. The theme for the 2023-2024 academic year was how identity-based hate speech impacts school climate and student/staff mental health. At least one of the three awards each year is reserved for researchers who identify as Indigenous, Black or racialized. Furthermore, there have been intentional efforts to recruit First Nations, Métis, Inuit and equity-seeking members for OSSTF/FEESO studies (such as the study on workplace violence) and studies conducted by external researchers.

To continue to build Federation knowledge and union-specific skills to increase representation in leadership roles, the Equity Mentorship Program (EMP) has entered year two of the two-year leadership program with a cohort of ten mentees identifying as First Nations, Métis, Inuit and/or equity seeking. Applications for the new EMP mentee cohort will open in the spring (2024). Application for mentors for the program will be open in the fall (2024).

The inaugural Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer Triennial Conference took place in October 2023. The Conference theme was “Leading with Purpose. Building on Strengths, Reimagining Systems” and keynote speakers included Dr. Jean Augustine, Dr. Betty Pries (Credence & Co.) and Pat Wright. At the Conference, each participant received a copy of the resource titled *Cultivating a More Equitable, Inclusive and Accessible Federation*. This resource was developed by a provincial writing team consisting of seven OSSTF/FEESO members and the In-House Equity Team. It was developed to support the work of the Equity, Anti-Racism and Anti-Oppression Officers in each District/Bargaining Unit and contained information on a number of topics related to advancing equity, anti-racism and anti-oppression in the workplace and at the local level.

In 2023-2024, the Mediation Services Resource Bank (MSRB) continued to further explore alternative approaches to traditional means of mediation. In the fall, mediators attended a workshop presented by Vicky Laforge, the lead facilitator for the Anishinabek Nation Circle Process. The MSRB continues to explore professional learning opportunities that will help the team expand its expertise and understanding of alternate dispute resolution, particularly in relation to how equity, anti-racism and anti-oppression can be further integrated into their field of practice.

A number of equity-related training was available to OSSTF/FEESO Bargaining Unit Presidents at the 2023 Presidents’ Symposium in August. Available workshops included “Building Anti-Racist Unions”, “Creating Accessible and Inclusive Workplaces through Inclusive Design”, “Human Rights in Ontario”, and “Engaging and Organizing with Community”. The Symposium also included keynote speakers Fahd Alhattab (Millennial Workplace Expert and Unicorn Leadership Coach) as well as Andrew Stobo Sniderman and Douglas Sanderson, authors of the *Valley of the Birdtail: An Indian Reserve, a White Town, and the Road to Reconciliation*.

OSSTF/FEESO members as well as Districts and Bargaining Units can apply for provincial funding using accounts 2016 and 2018 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 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.

In the 2023-2024 Federation year, 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. Members of the Provincial Executive, staff, and the Community Organizing Work Group participated in the Chicago Teachers' Union (CTU) Community Organizing Institute in July 2023. Participants of the Institute were taught various skills on how to engage in community and member organizing. Additionally, OSSTF/FEESO joined the Privatisation in Education and Human Rights Consortium (PEHRC). The Consortium is an informal network of national, regional and global organizations and individuals who collaborate to analyze and respond to the challenges posed by the rapid growth of private actors in education from a human rights perspective. The Federation, as part of the Trinational Coalition for the Defense of Public Education alongside other organizations also participated as guest speakers in a public webinar in May and November 2023 to share strategies for involving communities in actions that strengthen public education.

The Federation continues to donate and sponsor equity-based initiatives and events, including the Harmony Movement Educator Anti-Racism conferences, the White Ribbon Campaign, the installation of the Honourable Lincoln MacCauley Alexander Bust at Queen's Park and many more. OSSTF/FEESO once again participated in the Pride Toronto annual celebrations which included a marching contingent in the Pride Toronto Parade and an information booth at the Street Fair. The Pride Toronto festival is one of the largest Pride celebrations in the world, bringing together people from all over Ontario as well as other provinces and countries to celebrate the history, courage, diversity, and future of Ontario's 2SLGBTQI+ communities. Additionally, in July 2023, OSSTF/FEESO attended and sponsored the Toronto Caribbean Festival's Junior Carnival and Family Day where over 40,000 parents and youth took part in the family-friendly event celebrating Caribbean culture.

In November 2023, OSSTF/FEESO partnered with Egale, Canada's leading organization for 2SLGBTQI people and issues. Egale facilitated a virtual workshop for members which was a fusion of their *Introduction to 2SLGBTQI Inclusion: Building Inclusive Schools* and *Affirming Adults* webinars. In December 2023, the Federation supported the release of the *Trans-Affirming Education in Schools: An Educator Toolkit* developed by researchers from Western University.

To promote equity, anti-racism and anti-oppression in the Federation, OSSTF/FEESO has embarked on a large data collection initiative to examine disparities in employer discipline. In the fall, best practices for data collection were examined which included a scan of the literature and surveying local leaders to determine what types of data are currently being collected with regards to employer discipline. As part of this project, in the Spring, the Protective Services Conference will be hosting keynote speaker Dr. Scot Wortley to discuss the importance of collecting demographic data. Dr. Wortley is a leading criminologist in racial equity within the criminal justice system and has informed Ontario's new guidelines and standards related to race-based data collection. The pilot phase of the data collection on employer discipline is scheduled to occur in the next Federation year.

OSSTF/FEESO encourages the use of pronouns in Federation spaces and beyond. One of the ways the Federation is enhancing the use of pronouns is through sourcing customizable pronoun pins for members of advisory work groups, committees, councils, the Provincial Executive and Provincial staff.

Going beyond the Federation, to promote equity, anti-racism and anti-oppression in the publicly-funded education sectors, the labour movement, and in the broader society, OSSTF/FEESO provided a written submission to the Ontario Human Rights Commission (OHRC) on solutions to tackling anti-Black racism in education. Provincial staff were also in attendance at the Community Engagement Sessions on the topic.

In the Fall, the Federation took part in provincial organizing meetings hosted by the Ontario Federation of Labour (OFL) to combat the far-right hate rallies. Following discussions with labour affiliates, OSSTF/FEESO mobilized alongside local leaders, activists and community allies to protect educators and students from hate rallies which took place in front of schools and school board offices. The Federation continues to work in tandem with community groups in combatting hate in their regions.

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, the Ontario Coalition for Better Child Care (OCBCC), Ministry Initiatives Committee and working partnerships such as with School Mental Health Ontario. Collaboration with education unions on equity, anti-racism and anti-oppression work is ongoing through the sharing of resources, expertise, and practices.

OSSTF/FEESO Provincial Executive, staff and Members continue to participate in international solidarity work to promote and defend public education. In June 2023, the Post-Primary Teachers' Association Te Wehengarua (PPTA) invited OSSTF/FEESO to participate in a symposium on destreaming in secondary schools. It was an opportunity for OSSTF/FEESO to share its experiences with destreaming as New Zealand begins to phase in destreaming in their schools. In July 2023, two members of OSSTF/FEESO were selected by the Canadian Teachers' Federation (CTF) to participate in Project Overseas to work with education unions in two countries – Uganda and Dominica. Moreover, in September 2023, a small delegation from OSSTF/FEESO went to Colombia to observe the progress of a project co-funded by other Canadian unions called Pedagogical Circles – Schools as Territories of Peace. OSSTF/FEESO has also began its work on the next Common Threads project called Human Movement – Displaced Persons with a small team of OSSTF/FEESO members conducting research in Miami and France. The Federation continues to financially support international projects that reflect the Federation's commitment to enhancing public education, social justice, and equity in various parts of the world through the International Assistance Program.

OSSTF/FEESO continues to internally examine our structures, consult, implement new changes and continually assess our policies, procedures, and practices to ensure that the principles of equity, anti-racism and anti-oppression are firmly embedded in our 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
Membership	Composition of membership	Develop a process to gather demographic data information of the membership.		June 2023 – The OSSTF/FEESO Self-Identification Survey closed. Data analysis from the survey is now taking place
	Experiences of membership	Continue to collaborate with other education affiliates on best practices for gathering demographic data.		OSSTF/FEESO provided input on CTF’s Guiding Principles for Gathering Self-Identification Data.
		Conduct demographic survey every 5 years to examine trends and changes.		
Member engagement	Use various methodologies to understand the experiences of members who identify as First Nations, Métis, Inuit and equity-seeking in the Federation.	Investigate ways to better engage members who identify as First Nations, Métis, Inuit and equity-seeking in Federation work.		

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Leadership opportunities	Participation of members of First Nations, Métis, 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.		<p>October 2023 – Provincially funded up to two Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officers/designates to attend the inaugural Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer Triennial Conference.</p> <p>October 2023 – Provincially funded up to five delegates from each District to participate in the Women’s Advocate Regional Training Program.</p> <p>October 2023 – Invited applications from members who self-identify as First Nation, Métis, Inuit and/or equity-seeking to participate as part of the Canadian Labour Congress delegation to the 68th session of the Commission on the Status of Women.</p> <p>November 2023 – Allocation of 10 spots to attend the Ontario Federation of Labour (OFL) Convention for members from First Nations, Métis, Inuit, and equity-seeking groups and/or young workers (30 and under).</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Gather demographic data on the composition of leadership at various level of the Federation.		<p>December 2023 – Invited members who self-identify as First Nations, Métis, Inuit, and equity-seeking to submit an application to be considered for a volunteer representative position on the OFL First Nations, Métis, Inuit Circle, Solidarity and Pride Committee, and/or the Black and Racialized Workers Committee.</p> <p>August 2023 – Self-identification data was collected for those attending Presidents’ Symposium.</p>
Policies and procedures	<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>Develop external policies.</p> <p>Ongoing audit of external policies.</p> <p>Ongoing audit of internal policies and procedures.</p>	  	<p>See 2023-2024 OSSTF/FEESO Policies and Procedures.</p> <p>Committees submit and review external policies regularly.</p> <p>The Anti-Harassment Policy and Procedure is currently being reviewed.</p> <p>Amendment to the OSSTF/FEESO Equity, Anti-Racism, and Anti-Oppression Statement, Ethics Statement and Professional Conduct Statement have been submitted to AMPA 2024.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	<p>OSSTF/FEESO Equity Statement</p> <p>OSSTF/FEESO Anti-Harassment Policies and Procedures</p> <p>Pronoun Use</p>	<p>Review the Equity Statement and make recommendations.</p> <p>Ensure that the principles outlined in the Equity Statement are reflected in practices.</p> <p>Review the Anti-Harassment Policy and Procedures and make recommendations.</p> <p>Normalize the use of pronouns in emails, meetings, and all forms of communication.</p>	<p></p> <p></p> <p></p> <p></p>	<p>September 2021 – Provincial committees and advisory work groups reviewed and provided feedback on the Equity Statement.</p> <p>AMPA 2022 and 2023 – Motion with proposed revisions to the Equity Statement did not hit the floor.</p> <p>January 2024 – An AMPA motion was submitted by the Provincial Executive with the proposed revisions to the Equity Statement.</p> <p>Staff are in the process of reviewing the Anti-Harassment Policy and Procedures.</p> <p>OSSTF/FEESO has sourced pronoun pins that can be customized for members of advisory work groups, committees, councils, the Provincial Executive, and Provincial staff.</p>
<p>Training for Members</p>	<p>Equity, anti-racism, and anti-oppression training</p>	<p>Develop and ensure the delivery of annual training that is appropriate for each group.</p>	<p></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>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	<p>Provide training opportunities for:</p> <ul style="list-style-type: none"> • members of provincial committees • committee chairs • members of workgroups • members of Provincial Council • Provincial Council Chairs • local leaders • Members 			<p>See Union Training Academy 2023-2024 offerings.</p> <p>August 2023 – Various equity-related training was available to OSSTF/FEESO Bargaining Unit Presidents at the 2023 Presidents’ Symposium.</p> <p>October 2023 – Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer Triennial Conference, “Leading with Purpose. Building on Strengths. Reimagining Systems”.</p> <p>October 2023 – The Educational Services Committee Conference, “Voices for Change: Our Role in Evolving Narratives in Education”.</p> <p>November 2023 – Hosted a series of free workshops for members via Egale, Canada’s leading organization for 2SLGBTQI people and issues.</p> <p>December 2023 – Parliamentary and Constitution Council and Educational Services Committee participated in a workshop on transforming polarized conversations.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
				November 2023 – Speaker Bank members received equity, anti-racism and anti-oppression training.
Individual and systemic discrimination	Address individual and systemic discrimination at each level of Federation: <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>There are several trainings available through Union Training Academy.</p> <p>The following provincial budget lines can be used to access external training:</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>
Provincial committees/ councils/ work groups	Process for application/ appointment	<p>Ensure equity, anti-racism, and anti-oppression principles are part of decision-making.</p> <p>Review application and process.</p>	 	<p>Ongoing review of application and process through an equity lens.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
				<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>Several resources were released in 2023-2024 including the <i>Building Common Ground: Member Engagement from an Equity, Anti-Racism and Anti-Oppression Framework</i> and <i>Cultivating a More Equitable, Inclusive and Accessible Federation</i>.</p>
<p>Equity Caucus meetings</p>	<p>Purpose of equity caucus</p> <p>Format</p> <p>Process of feedback</p>	<p>Ask caucus groups to determine how they want to use the time and space.</p> <p>Change format to a closed meeting of a group of persons belonging to the same faction for discussion on policy.</p> <p>Pay attention to the intersection of identities when scheduling caucus meetings.</p> <p>Provide a formalized mechanism for feedback from these meetings.</p>	<p></p> <p></p>	<p>The In-House Equity Team is conducting a review of equity caucus meetings.</p> <p>Equity Caucuses are now intentionally scheduled at different times so that members can attend more than one caucus.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<p>Annual Meeting of the Provincial Assembly</p>	<p>Structures of convention</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.</p>		<p>Merged PROC-202 into internal Rules of Order with consultations from committees, councils and various work groups.</p>
	<p>Access to participation consistent and appropriate for all members</p>	<p>Ensure Agenda includes discussion of equity concerns, feedback, and initiatives.</p>		<p>Included CBTU President Terry Melvin in the agenda as a guest speaker at AMPA. OSSTF/FEESO President provides an Equity Update.</p>
		<p>Examine barriers to participation for First Nations, Métis, Inuit and equity-seeking members.</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>December 2023 – March 2024 – Recorded and live trainings were offered. Companion documents and AMPA placemat was developed.</p> <p>November 2023 – Equity, anti-racism and anti-oppression training was provided for Speakers.</p>
<p>Presidents' Symposium</p>	<p>Provide all leaders with equity training</p>	<p>Ensure that training in equity, anti-racism, and anti-oppression is part of the annual conference.</p>		<p>August 2023 – Equity-related training was available to Bargaining Unit Presidents.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
				Workshops included “Building Anti-Racist Unions”, “Creating Accessible and Inclusive Workplaces through Inclusive Design”, “Human Rights in Ontario”, and “Engaging and Organizing with Community”. The Symposium also included keynote speakers Fahd Alhattab (Millennial Workplace Expert and Unicorn Leadership Coach) as well as Andrew Stobo Sniderman and Douglas Sanderson, authors of the <i>Valley of the Birdtail: An Indian Reserve, a White Town, and the Road to Reconciliation</i> .
Judicial Council	<p>Equity, anti-racism, and anti-oppression training</p> <p>Review Judicial Council Procedures and Processes</p>	<p>Provide equity, anti-racism and anti-oppression training for members on Judicial Council.</p> <p>Judicial Council Procedures Work Group to review current practices through an equity, anti-racism and anti-oppression lens.</p>	 	<p>Equity training will be an annual requirement for Judicial Council members.</p> <p>Jan 2024 – Proposed work plan to research how other organizations deal with overcoming bias, ensuring representation and inclusiveness, and selecting representatives for internal judicial processes.</p>
Mediation Services Resource Bank	Equity, anti-racism, and anti-oppression training for mediators	Provide equity, anti-racism and anti-oppression training for mediators.		October 2023 – Mediators received training from Vicky Laforge, the lead facilitator for the Anishinabek Nation Circle Process.

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Build capacity for mediators to mediate cases related to racism and inequities.		Mediators continue to learn about alternative dispute resolution, including alternative approaches to traditional means of mediation.
Equity Mentorship Program	Mentorship for members of First Nations, Métis, Inuit and equity-seeking groups to pursue leadership opportunities	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 2023 – Cohort is in their second year of the Program. Applications for the new mentee cohort will open in the Spring (2024).
Equity Officer	Effectiveness of the Equity Officer role	Review and make recommendations. Expand the number of staff assigned to the equity portfolio.	 	The In-House Equity Team has developed a network of national and international education partners dedicated to anti-racism and anti-oppression work to expand their knowledge and capabilities (i.e., British Columbia Teachers' Federation, Nova Scotia Teachers Union, Chicago Teachers Union, etc.). The provincial In-House Equity Team has five members of Provincial staff
Government tables	Equity initiatives	Continue to advocate for equity initiatives aimed at ensuring diversity in the workforce.		For the 2023-2024 year due to bargaining, OSSTF/FEESO has not been part of government tables.

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Clarity on our support for equity initiatives and our opposition to announcements that reinforce discrimination and oppression.		These tables will resume once bargaining has concluded.
Professional Colleges	Impact of professional colleges Supporting members with professional college discipline	<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, Inuit and equity-seeking groups.</p> <p>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.</p> <p>Review policies on access to legal assistance for complaints at professional colleges.</p>	  	<p>There are ongoing discussions with the Government about certification routes.</p> <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.		Consulted various committees and work groups doing equity, anti-racism and anti-oppression work to solicit feedback and guidance on major themes of the focus groups for workplace violence study.
		Use disaggregated data, when available, to examine trends/patterns by group composition.		Intentional recruitment of First Nations, Métis, Inuit and equity-seeking members for OSSTF/FEESO study on workplace violence and also for study with external University of Ottawa researchers (Bruckert and Santor). Has been embedded into practice.

PROVINCIAL EXECUTIVE

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Structure of the Provincial Executive	Representation of First Nations, Métis, Inuit and equity-seeking members on the Provincial Executive	Identify potential barriers to running for positions on the Provincial Executive for members of First Nations, Métis, Inuit and equity-seeking groups. Examine and create resources on the pathways to leadership in the Federation.		
PE professional development	Equity training	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.
Coalitions, partnerships, donations	Distribution of Federation support	Review criteria and make recommendations. Continue to donate and sponsor equity-based initiatives.	 	OSSTF/FEESO has an internal policy on procurement which now has diversity and inclusion considerations. November 2023 – OSSTF/FEESO made a donation towards the installation of the Honourable Lincoln MacCauley Alexander Bust at Queen’s Park. November 2023 – OSSTF/FEESO made a donation to Harmony Movement’s two Educator Anti-Racism Conferences.

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
				OSSTF/FEESO continues to support international projects through the International Assistance Program.

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 2023 – Chair and Vice-Chair provided training on participation and practices at Provincial Council.
	Representation	Collect demographic data on Provincial Councillors and those sitting on nominations committee.		

DISTRICTS AND BARGAINING UNITS

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Member engagement	Engaging First Nations, Métis, Inuit and equity-seeking members	Create training and resources on engaging First Nations, Métis, Inuit and equity-seeking members.		October 2023 – The following resources on this topic were released: <i>Building Common Ground: Member Engagement from an Equity, Anti-Racism and Anti-Oppression Framework</i> and <i>Cultivating a More Equitable, Inclusive and Accessible Federation</i> .
	Communication Implement communication strategies that reach membership	Work with the Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer. 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
Equity, anti-racism, and anti-oppression training	<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 	Develop and ensure the delivery of annual training that is appropriate for each group on equity, anti-racism, and anti-oppression.		<p>The In-House Equity Work Group has focused its 2023-2024 work on increasing the awareness on issues related to equity, anti-racism and anti-oppression for all staff working in Provincial Office.</p> <p>April 2024 – All staff in Provincial Office will be required to take an introductory equity training.</p>
Hiring & promotions	<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>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. Self-identification data is considered during the recruitment process.</p>

OPERATIONAL SERVICES—HUMAN RESOURCES

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Hiring & promotions	Training	Ensure HR department staff have the equity knowledge to advise the organization on process.		August 2023 – HR staff completed equity training as part of annual development.
	Policies and Procedures	Update the OSSTF/FEESO employment equity policy and ensure regulatory compliance. Publicize the policy.		June 2023 – In-House Equity Work Group is reviewing the internal Employment Equity Policy.
		Identify equity concerns at Provincial Office.		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 for all staff at Provincial Office.

OPERATIONAL SERVICES—MEMBER SERVICES

Accounting, database services, information technology, production administration

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Website	Is the website compatible with assistive technology	Work with IT to develop recommendations.		There are ongoing efforts to ensure the website meets AODA standards.
Database/ Unionware	Does our access to information assist our processes and decision-making related to equity and privacy?	Work with IT to develop recommendations.		

PROTECTIVE SERVICES—MEMBER PROTECTION

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Grievance and arbitration	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.		Member Protection Work Group has embedded the practice of applying an equity lens when reviewing grievances files and recommending for arbitration. April 2023 – Launched resource for local leaders to use when writing grievances which includes a component on capturing members experiencing workplace discrimination.
Human Rights Tribunal	Member support for Tribunal cases	Investigate ways to support members who wish to initiate Human Rights complaints. Incorporate pamphlet resource on processes for members to initiate human rights complaints in future training opportunities for local leaders.		November 2023 – Launched a pamphlet outlining the processes for members to initiate human rights complaints.
Discipline	Employer discipline of members Patterns of discipline	Collect data on employer discipline of members to examine disparities in disciplinary action. Communicate plan to collect data on employer discipline of members.	 	Fall 2023 – Established a plan to systematically collect data on employer discipline. Protective Services Winter Regionals 2024 – Introduction and socialization of pathway to data collection.

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Investigate and make recommendations on how best to affect change where needed.		April 2024 – Protective Services Conference is hosting keynote speaker Dr. Scot Wortley.

PROTECTIVE SERVICES—NEGOTIATIONS & CONTRACT MAINTENANCE

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Bargaining	Bargaining	<p>Include self-identification component in bargaining survey to analyze disaggregated data.</p> <p>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.</p> <p>Access the Equity Officer as a resource for the central bargaining process.</p>	  	<p>Focus groups and key informant interviews were conducted with members of First Nations, Métis, Inuit and equity-seeking groups as part of informing the bargaining brief.</p> <p>Bargaining Units are actively attempting to negotiate establishing joint equity committees.</p> <p>November 2023 – OSSTF/FEESO made a written submission to the OHRC on the resistance education unions have faced at bargaining tables with respect to bargaining equity-related issues, despite public commitments by the political arms of local and provincial government.</p> <p>Members of the In-House Equity Team were assigned as Provincial Bargainers and to central bargaining teams.</p>
Advocacy	Equity, Anti-Racism and Anti-Oppression Officer	Provide training on the role and the work from a Protective Services lens.		<p>August 2023 – Delivered training to new Presidents on the role of the Equity, Anti-Racism and Anti-Oppression Officer.</p> <p>October 2023 – Delivered training to Equity, Anti-Racism and Anti-Oppression Officers on navigating the position through a Protective Services lens.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	Review Bylaws and Policies related to Protective Services	Bylaws and Policies Review Work Group to review expiring and current policies through an equity lens.		Through the Protective Services Committee, the Work Group is providing recommendations to AMPA 2024 for the incorporation of more inclusive language in policies relevant to protective services.
Contract maintenance	Ensure diversity with processes for hiring and promotions	Provincial Office staff to work with local leaders.		Policy 3.9.1 on discrimination in hiring. Policies 5.1.15, 5.1.16, 5.1.17 and 5.1.18 on diversification of the membership through hiring.
		Assist Bargaining Unit executives to complete equity audits of the local Collective Agreement.		Bargaining Units across the province have been actively negotiating proposals to address the issues uncovered through conducting equity audits of their Collective Agreements.
Training	Protective Services Committee	Build capacity for presenters at regionals and conferences to deliver training on equity, anti-racism and anti-oppression.		September 2023 – External training delivered to Protective Services Committee on Human Rights.
School board associations	Promote equity, anti-racism, anti-oppression, and diversity	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.

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Pay Equity	<p>Joint pay equity maintenance in local collective agreements</p> <p>Address issues at the Pay Equity Commission and tribunal</p> <p>Support local leaders</p>	<p>Assist Bargaining Units with maintaining pay equity plans.</p> <p>Assist Bargaining Units with legal representation at the Pay Equity Commission and Tribunal.</p> <p>Explore alternative methods of achieving results through the grievance/arbitration process.</p> <p>Assist Bargaining Units in setting up a pay equity plan and maintaining that plan.</p>	  	<p>Bargaining Units are actively bargaining proposals for joint maintenance of pay equity.</p> <p>This practice is embedded in the work of Protective Services field secretaries.</p> <p>Pay equity is on every field secretary's assignment to better assist Bargaining Units.</p>
Health and Safety	<p>Training and resources</p> <p>Advocacy</p> <p>Representation</p>	<p>Provide training for Committee members on racism and discrimination as a health and safety hazard.</p> <p>Review literature on racism and discrimination as a health and safety hazard.</p> <p>Advocate for recommendations on addressing racism and discrimination as a health and safety hazard.</p> <p>Work collaboratively with Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officers.</p> <p>Advocate for diverse representation on local health and safety committees.</p>		

PROFESSIONAL SERVICES—COMMUNICATION/POLITICAL ACTION

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

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Publications	<i>Education Forum & Update</i> 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. Spring 2024 Issue of <i>Education Forum</i> will have a focus on equity, anti-racism and anti-oppression issues in labour and education.
Political action	Member engagement	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.		October 2023 – Provincially funded up to five delegates from each District to participate in the Women’s Advocate Regional Training Program. October 2023 – Invited applications from OSSTF/FEESO members who self-identify as First Nation, Métis, Inuit and/or equity-seeking to participate as part of the Canadian Labour Congress delegation to the 68th session of the Commission on the Status of Women. November 2023 – Allocation of 10 spots to attend the OFL Labour Convention for members from First Nations, Métis, Inuit, and equity-seeking groups and/or young workers (30 and under).

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
		Engage in greater political discourse on issues of equity.	 	<p>December 2023 – Invited OSSTF/FEESO members who self-identify as First Nation, Métis, Inuit and/or equity-Seeking to submit an application to be considered for a volunteer representative position on the OFL First Nations, Métis, Inuit Circle, Solidarity and Pride Committee, and/or the Black and Racialized Workers Committee.</p> <p>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.</p>
Community Organizing	Relationships with community members and organizations	<p>Build sustainable relationships with community members and organizations.</p> <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</p>		

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
	<p>Media and Communications</p>	<p>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>Government Relations</p>	<p>Lobby efforts that support and include diverse communities and members</p>	<p>Promote and support the engagement of members of First Nations, Métis, Inuit and equity-seeking groups to participate in Federation lobbying activities.</p> <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></p> <p></p>	

PROFESSIONAL SERVICES—EDUCATIONAL SERVICES

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<p>Professional development and training</p>	<p>Member access to OSSTF/ FEESO professional development and training</p>	<p>Offer professional development (PD) events on evenings or Saturdays.</p> <p>Create new resources and workshops for members.</p> <p>Review existing workshops and resources with equity, anti-racism, and anti-oppression lenses.</p> <p>Ensure diversity in group composition of those providing training.</p> <p>Increase access to professional development and ways to increase member participation.</p>	<p></p> <p></p> <p></p> <p></p> <p></p>	<p>See 2023-2024 UTA offerings.</p> <p>Addressing Anti-Black Racism Part 3 has been updated based on feedback.</p> <p>The Focus on Poverty workshop was reviewed and rewritten through an anti-oppression lens. Presenters for the workshop have been trained.</p> <p>The School Mental Health Ontario 7 and 8 Modules have been reviewed through an equity, anti-racism and anti-oppression lens.</p> <p>Workshop presenter applicants are encouraged to complete the voluntary self-identification survey. Efforts are made to have diversity in group composition.</p> <p>Ongoing departmental discussions taking place.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
Meetings	Encourage the adoption of accessible and inclusive meeting practices	<p>Develop training for local leaders.</p> <p>Provide additional support to local leaders on chairing meetings.</p> <p>Provide training/resources to assist members with various levels of experience with participation in Federation meetings.</p>	 	<p>See 2023-2024 UTA offerings including Introduction to Chairing Meetings; Meetings, Minutes Motions; Constitutions 101.</p> <p>Provincial staff regularly assist local leaders with supporting the chairing of meetings and with parliamentary questions. They also provide training to local executives.</p> <p>December – March 2024 – Recorded and live trainings were offered to delegates and alternates attending AMPA. Companion documents and AMPA placemat was also developed.</p>
Constitution	Review of Constitution through equity, anti-racism, and anti-oppression lens	<p>Investigate the feasibility of developing a process to support local leaders in conducting equity audits on their Constitution.</p> <p>Review constitution workshops.</p> <p>Work with the Parliamentary and Constitution Council and other appropriate provincial work groups.</p>	 	<p>Review of the Constitution Review Checklist using an equity lens.</p>

TOPIC	AREA OF FOCUS	ACTION	STATUS	DETAILS
<p>Faculties of Education</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 from First Nations, Métis, Inuit and equity-seeking groups</p>	<p>Lobby for access programs at faculties especially for students from First Nations, Métis, 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>Lobby for demographic data collection to identify who applies to programs, who gets in and who graduates.</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></p> <p></p> <p></p> <p></p> <p></p>	<p>Lobbying through Ontario Teachers' Federation (OTF) for the inclusion of more/better equity and social justice in curriculum and access programs at faculty especially for students of First Nations, Métis, Inuit and equity-seeking groups.</p> <p>Ongoing review of Boundaries workshop and the Faculty of Education Day presentation.</p> <p>Restructured application process for accessibility, transparency and to encourage members from First Nations, Métis Inuit and equity seeking groups to consider participating.</p> <p>Workshop offerings have been developed by staff.</p>



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