

Equity Update since February 2026

OSSTF/FEESO is deeply committed to equity, anti-racism and anti-oppression work so that our Federation, workplaces, and communities are equitable, inclusive, and accessible spaces. The Federation continues to be engaged in several activities as per the Action Plan to Support Equity, Anti-Racism, and Anti-Oppression. A few of the completed and ongoing actions are found below.

Supporting Education and Families Across Ontario at Queen's Park

As the Legislature returned March 23, 2026, OSSTF/FEESO joined students, families, and allies at Queen's Park for two major protests addressing urgent issues facing Ontario's education and support systems.

The *Ontario Autism Coalition* (OAC) hosted a protest on opening day at Queen's Park where OSSTF/FEESO members stood with families demanding improved funding and support for children and youth with autism. OSSTF/FEESO President Martha Hradowy addressed the crowd, shaming the Ford government for cuts to autism and special education services that have left many families struggling to secure the resources their children need to thrive both academically and personally.

On March 24, 2026, the *Canadian Federation of Students* (CFS) took over the lawn to demand the end to privatization, and to tell the Ford government to keep their hands off education, campuses, and the *Ontario Student Assistance Program* (OSAP). OSSTF/FEESO Executive Officer Chris Chandler addressed the crowd alongside CFS and other education allies. Students, post-secondary workers, and supporters gathered to protest reductions to OSAP, highlighting the increased financial strain on post-secondary students and their families. These cuts limit access to education and have lasting effects on communities and Ontario's future. Advocates are calling for education to be universally accessible, not restricted by financial barriers.

Equal Pay Day (April 14)

April 14, 2026, marked the 50th anniversary of Equal Pay Day, a powerful reminder that the work toward equal pay continues. Each year, women across Ontario come together in collective action to address the gender pay gap. Equal Pay Day represents how far into the year the average woman must work to earn what the average man makes by the end of the previous year, underscoring both the progress that has been made and the gaps that remain. OSSTF/FEESO members were able to follow the Equal Pay Coalition to stay informed and connected to the 50th anniversary campaign.

At the Tuesday, April 14, 2026, rally in Toronto, leaders in childcare, labour, and community organizations shared perspectives on the critical role accessible childcare played for workers and families. OSSTF/FEESO members, Provincial staff, and the Provincial Executive also joined in solidarity.

World Autism Awareness Day (April 2)

World Autism Awareness Day, observed on April 2, highlighted the importance of understanding inclusion and respect for autistic people in all areas of life, including education. It was a time to recognize the diverse strengths, perspectives, and experiences within the autism spectrum, while acknowledging the barriers many continue to face.

[The Ontario Autism Coalition \(OAC\)](#) released its 2025 Community Survey Report, which revealed a system in crisis. The findings outlined significant challenges within the Autism Program and the realities facing autistic individuals and their families. The report indicates that more than 61,000 children and youth remain on the waitlists for core clinical supports. Children and youth within educational settings require access to appropriate resources, informed practices, and environments that affirm identity and belonging.

OSSTF/FEESO members support the work of advocating for inclusive classrooms, implementing responsive and student-centred practices, and providing direct support to students with diverse learning needs.

[Ontario Autism Coalition's 2025 Community Survey Exposes Collapse in Supports – Press Release](#)

[The OAC 2025 Community Survey Report](#)

The International Day of Pink (April 8)

The International Day of Pink was observed on Wednesday, April 8, 2026, as a collective stand against bullying, homophobia, transphobia, and discrimination impacting 2SLGBTQIA+ communities. This year's theme, "Echo," recognized the lasting impact of those who spoke out and whose advocacy helped drive legal reform and legislation challenging discriminatory policies against the queer community.

The theme also marked two significant milestones in Canada's journey toward rights and recognition. It has been 25 years since the landmark *Little Sisters Book and Art Emporium v. Canada* decision, which affirmed access to 2SLGBTQIA+ literature, and 25 years since the *Modernization of Benefits and Obligations Act*, which amended over 60 federal laws to recognize same-sex couples in areas such as pensions and taxation.

OSSTF/FEESO members are encouraged to continue fostering inclusive spaces and to access materials and resources through the Day of Pink website at, <https://www.dayofpink.org/en/home>.

[Day of Pink 2026: ECHO/Journée rose 2026: ÉCHO, YouTube Video](#)

The Coalition of Black Trade Unionists (CBTU) Visits Provincial Office

On April 20, 2026, [the Coalition of Black Trade Unionists](#) delivered a training session on Environmental Racism to OSSTF/FEESO Provincial Office staff. Staff engaged in a range of activities aligned with the OSSTF/FEESO Action Plan to Support Equity, Anti-Racism, and Anti-Oppression. The purpose of the training was to,

- Build staff understanding of equity issues and increase awareness of systemic inequities

- Strengthen capacity to support informed decision making when working with a diverse membership and with one another
- Highlight the connection between environmental racism and broader social and workplace contexts, particularly in relation to Earth Day on April 22
- Encourage personal reflection and responsible action related to biases and assumptions

The Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer Conference (2026)

- **Save the Date:**
Friday, October 23 to Saturday October 24, 2026 (Crowne Plaza Toronto, formerly The Pan Pacific, 900 York Mills)

Registration will open in September 2026.

- Funding is still available under Account 2018 (Anti-Racism and Equity Training for Bargaining Units/Districts) and Account 2890 (Anti-Racism and Equity Training for Members) for the 2025/2026 year. **All training must be completed by June 30, 2026, to be eligible for funding for this Federation year.**

[Account #2018 \(Anti-Racism and Equity Training for Bargaining Units/Districts\)](#)
[Account #2890 \(Anti-Racism and Equity Training for Members\)](#)