

Equity Update since November 2025

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.

Black History Month 2026

Black History Month 2026 marks a significant milestone with the theme [“30 Years of Black History Month: Honouring Black Brilliance Across Generations – From Nation Builders to Tomorrow’s Visionaries.”](#) This year’s theme recognizes three (3) decades of Black History Month in Canada and honours the enduring legacy of Black Canadians whose leadership, creativity, innovation, and resilience have shaped our past, continue to influence our present, and will inspire future generations.

The [OSSTF/FEESO website](#) features a collection of resources to support professional learning, personal reflection, and meaningful conversations throughout the month. Members are encouraged to access and share the [2026 OSSTF/FEESO Black History Month poster](#), available through the link below, for use in schools, worksites, and District offices. In addition, members are invited to engage with and amplify content shared across our social media channels as we collectively celebrate Black brilliance in all its forms throughout February and beyond.

[2026 OSSTF/FEESO Black History Month Poster](#)

OSSTF/FEESO Social Media Channels: X (@osstf), Facebook (@osstfnews), Instagram (@osstf_feeso), and Bluesky (@osstf.bsky.social)

Meeting with MPP Sol Mamakwa (Kiiwetinoong)

On January 20, 2026, OSSTF/FEESO President Martha Hradowy met with MPP for Kiiwetinoong, Sol Mamakwa, for an introductory discussion on public education and shared priorities. The meeting, which included OSSTF/FEESO’s Provincial Executive and Senior Staff, focused on issues such as Jordan’s Principle, class sizes, and de-streaming, with an emphasis on equity, culturally relevant education, and the lived realities of First Nations students and communities. MPP Mamakwa highlighted the importance of treaty education for all Ontario students, drawing on his experience as a Treaty 9 representative. The visit included a tour of the OSSTF/FEESO building and reinforced a commitment to ongoing dialogue on Indigenous education priorities.

Members interested in learning more about Treaty 9 (The James Bay Treaty) can visit the Archives of Ontario: <https://www.archives.gov.on.ca/exhibition/the-james-bay-treaty-treaty-no-9/>

Meeting with Ontario Regional Chief Benedict

On January 22, 2026, OSSTF/FEESO President Martha Hradowy and staff met with Ontario Regional Chief Abram Benedict to begin relationship building and exchange

perspectives on public education. The discussion explored the critical importance of public education to students and communities, while acknowledging ongoing pressures on the system, including funding instability and persistent inequities affecting First Nations learners.

Emphasis was placed on culturally responsive education and the need for collaborative approaches informed by First Nations leadership. The meeting underscored the value of maintaining strong, respectful connections and continued engagement with the Chiefs of Ontario on education-related priorities. Members interested in learning more about the work of the Chiefs of Ontario and their education priorities can visit:

- Chiefs of Ontario – Official Website: <https://chiefs-of-ontario.org/>
- Chiefs of Ontario – Education Priorities: <https://chiefs-of-ontario.org/>

The High School Too Project

The High School Too Project is a province-wide, student-led initiative responding to the #MeToo movement and calls from young people for stronger consent culture, accountability, and safety in Ontario secondary schools. Using care-centred, trauma-informed approaches, the project focuses on improving how disclosures of sexual harassment and assault are understood and responded to within school communities while centring student voice and lived experience.

OSSTF/FEESO has recently begun collaborating with High School Too, contributing professional expertise to support resources that help education workers respond to disclosures with care, clarity, and appropriate referral pathways. Two OSSTF/FEESO Members and one Provincial Executive member will serve on the High School Too Advisory Work Group through 2027. More information and updates to come as the project progresses.

The Health and Safety/Workplace Safety and Insurance Act Committee

In October 2025, the Provincial Executive established an in-house work group to advance the Federations' efforts to have discrimination and racism formally recognized as workplace hazards. As part of this work, the group developed two (2) draft external policy motions for the Annual Meeting of the Provincial Assembly (AMPA), that were presented to the Health and Safety/Workplace Safety and Insurance Act Committee (HS/WSIAC). These motions were subsequently reviewed by the HS/WSIAC, which will be bringing them forward to AMPA.

The first motion calls on employers, pending a legislative mandate, to implement policies and procedures addressing discrimination and racism in the workplace, consistent with existing approaches to harassment. The second motion urges the government to amend the *Occupational Health and Safety Act* (OHSA) to explicitly recognize discrimination and racism as workplace hazards.

The bargainers in the Protective Services Department have developed sample model language for this round of bargaining that would require employers to recognize discrimination and racism as workplace hazards. This language, along with accompanying rationale and supporting information, will be shared with local units in advance of local bargaining.

Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer Regional Training

The Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer regional training for Region 4 was held virtually from January 30 to 31, 2026. The workshops focused on key bargaining-related themes, including organizing for equity, examining why equity initiatives do not always result in systemic change, and conducting equity audits of collective agreements.

Regional training for Regions 3 and 5 will be delivered virtually from March 27 to 28, 2026. A D/BU memo with registration details will be distributed later this month.

2026 Canadian Teachers' Federation Women's Symposium

Registration is now open for the annual [Canadian Teachers' Federation's \(CTF/FCE\) Women's Symposium](#). The theme for this year's symposium is, *Our Roots, Our Strength, Our Rise*. Taking place from **April 30 to May 2, 2026**, at the *Courtyard by Marriott Toronto Downtown*, the Symposium is sponsored by belairdirect and co-hosted by Ontario's teacher affiliates the *Association des enseignantes et des enseignants franco-ontariens* (AEFO), the *Elementary Teachers' Federation of Ontario* (ETFO), the *Ontario English Catholic Teachers' Association* (OECTA), the *Ontario Teachers' Federation* (OTF), and OSSTF/FEESO.

With space for just over 200 attendees, participants can expect a program that creates space for reflection, learning, and connection; while engaging with the realities women navigate in their union and personal lives. Workshops will invite participants to explore the unseen demands that shape daily experiences, examine pathways to leadership and influence, and reflect on the power of mentorship, allyship, and collective action. Sessions will also consider how safety, inclusion, and equity are experienced differently across identities, and how emerging digital tools and systems are reshaping work, opportunity, and bias.

Open to all who identify as women, early-bird registration is available until February 23, 2026. Participants are encouraged to register early to secure their place.

Districts and Bargaining Units are advised that participation in this Symposium is eligible as union training, and funding may be accessed through [Accounts #2015 \(Union/Health and Safety Training Programs\)](#), [Account #2018 \(Anti-Racism and Equity Training\)](#), and [Account #2890 \(Anti-Racism and Equity Training for Members\)](#). In addition, OSSTF/FEESO Members are invited to apply to be part of the provincial OSSTF/FEESO delegation to attend. Further details and application information will be issued in early February.

[CTF/FCE 2026 Women's Symposium Registration Link](#)

Early-bird deadline: February 23, 2026

Regular deadline: April 9, 2026

[CTF/FCE 2026 Women's Symposium Hotel Booking Link](#)

[CTF/FCE 2026 Women's Symposium Sharable Poster](#): Theme, *Our Roots, Our Strength, Our Rise*

OSSTF/FEESO Status of Women Regional Training

The Status of Women Committee in-person regionals for regions 5 and 1 will be held in May 2026. More information and registration details will be released in March 2026.

Save the Dates:

Region	Date	Location
1	May 29-30, 2026	Delta Hotel, Thunder Bay
5	May 1-2, 2026	Courtyard by Marriott, Kingston