

Equity Update since June 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.

National Day for Truth and Reconciliation Day – September 30

OSSTF/FEESO remains committed to reconciliation and to ensuring that the painful history of the Indian Residential School system is never forgotten. This includes acknowledging the separation of families, the suppression of Indigenous languages and cultures, and the abuse and loss of life experienced by generations of Indigenous children. We must also recognize and address the ongoing impacts on survivors, families, and communities.

Reconciliation requires meaningful, year-round action. Members are encouraged to learn, reflect, and take action to address the ongoing inequities, racism and discrimination experienced by Indigenous peoples in our schools, workplaces and communities. For related resources and lessons, please refer to D/BU Memo #026/2026-2027.

Celebrating Franco-Ontarian Day

On September 25, Ontario will celebrate Franco-Ontarian Day. The day has been officially recognized for 16 years, since April 2010. However, the Franco-Ontarian flag and the community identity it represents date back 51 years.

In 2025, important steps were taken to support the social, cultural and economic growth and influence of Ontario's Francophone community. Highlights include:

- expanding access to French-language services;
- supporting the development of a new Francophone community centre in Orléans;
- welcoming the first group of students to Université de Sudbury through its partnership with the University of Ottawa; and
- launching a new program at Université de l'Ontario français.

Read more in the [2026 Report on Francophone Affairs](#).

International Week of Deaf People: Declaring Deaf People's Human Rights September 21–27, 2026

International Week of Deaf People continues through to September 27. This year's theme, *Declaring Deaf People's Human Rights*, is a call to turn recognition into meaningful action.

This week also marks 20 years since the adoption of the [United Nations Convention on the Rights of Persons with Disabilities](#). The Convention recognizes national sign languages as full and equal languages.

Twenty years later, recognition must lead to action that removes barriers and ensures that Deaf people can fully access their languages, education, communities and human rights in every part of life.

Learn more about International Week of Deaf People, explore its daily themes and connect with organizations supporting Deaf, hard of hearing and deafblind people across Ontario.

- [Ontario Association of the Deaf](#)
- [Deafblind Network of Ontario](#)
- [Deaf Access Simcoe Muskoka](#)
- [Bob Rumball Canadian Centre of Excellence for the Deaf](#)

Pride 2026

OSSTF/FEESO was proud to support Pride celebrations across Ontario, recognizing that the visibility, safety and inclusion of 2SLGBTQIA+ members, students, families and communities are central to our equity and solidarity work.

Members, staff and Provincial Executive representatives participated in Pride events across Ontario, connected with community members and celebrated the strength and diversity of 2SLGBTQIA+ communities. OSSTF/FEESO also provided Pride-themed materials and updated resources to help Districts and Bargaining Units support local Pride activities.

In a new video series, OSSTF/FEESO members share their Pride experiences and reflect on why showing up in solidarity continues to matter.

Watch the OSSTF/FEESO Pride video series [here](#).

100 Accomplished Black Canadian (ABC) Women 2026 Book Launch and Gala Event

OSSTF/FEESO representatives including members, staff, and members of the Provincial Executive attended the [100 Accomplished Black Canadian Women](#) Book Launch and Gala on September 19, 2026. This event celebrated the achievements and contributions of Black women across Canada. Several OSSTF/FEESO members were among those honoured.

Education is central to the work of 100 ABC Women. Through its publications and community initiatives, the organization documents and preserves the stories of accomplished Black Canadian women, including educators and academic leaders. These stories form an important part of Black Canadian history and can inspire Black students, women, and future generations.

OSSTF/FEESO Union Leadership Academy

The OSSTF/FEESO Union Leadership Academy was held in August 2026 for new and returning

Bargaining Unit Presidents and union leaders from across the province. Bargaining Units were again able to include additional local leaders with a range of roles and experience. Participants attending training sessions over three days, including equity-focused workshops such as, *When Discrimination Harms Health: A Health & Safety Perspective*, and *Centering Equity: Building Collective Power Across Diverse Memberships during Bargaining*.

MAC 215-26 Ad Hoc Advisory Work Group

Members have been selected for the MAC 215-26 Ad Hoc Advisory Work Group on Workplace Accommodations and Accessibility. The work group will hold its first meeting in October 2026.

The mandate of the work group includes auditing the Accessibility for Ontarians with Disabilities Act (AODA) compliance within OSSTF/FEESO structures, policies, and practices; reviewing employer policies related to the duty to accommodate and attendance management programs; and identifying barriers members face when accessing accommodations and supports.

The work group will provide an interim report to Provincial Council in April 2027 and a final report to the Annual Meeting of the Provincial Assembly (AMPA) in 2028.

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

Registration is now open for the 2026 Equity, Anti-Racism, and Anti-Oppression Officer (EARAOO) Triennial Conference, taking place October 23-24 at the Crowne Plaza Toronto - North York under the theme *Stronger Together: Building Intersectional Power*. Designed specifically for local EARAOOs, the conference will provide practical tools, strategies, and networking opportunities to strengthen equity, anti-racism, and anti-oppression work across the Federation. Bargaining Units are encouraged to support their designated EARAOO in attending this unique learning and leadership development opportunity. Provincial Office will cover the costs of one delegate per Bargaining Unit, and registration closes on September 28, 2026.

Bargaining Units are encouraged to email Membership-Database@osstf.ca with the name of their elected or appointed Equity, Anti-Racism, and Anti-Oppression Officer to ensure that the EARAOO receives future correspondence from Provincial Office.

Please refer to D/BU Memo #009/2026-2027, shared by email with Presidents and Local Executives in August, for further information.

The OSSTF/FEESO Equity Mentorship Program (2026-2028)

The OSSTF/FEESO Equity Mentorship Program (EMP) is a two-year program that is designed to build a stronger, more representative union by creating meaningful pathways for members to develop their skills, confidence, connections, and leadership. The EMP is intended for members identifying as First Nations, Métis, Inuit and/or equity-seeking groups who want to deepen their involvement in OSSTF/FEESO.

Members who self-identify as Indigenous, Black, and/or Racialized are strongly encouraged to apply.

Whether you are interested in member representation, contract maintenance, negotiations, health and safety, or future Federation leadership, EMP provides space to learn, ask questions, and build confidence with the support of mentors and peers.

OSSTF/FEESO is now accepting applications for the new cohort (2026-2028), and the deadline is 4:00 p.m. on September 25, 2026. Please refer to all-member D/BU Memo #017/2026-2027 for more information.

Equity and Anti-Racism Training Provincial Funding

Funding is 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 2026/2027 year. Download the funding applications using the links below.

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