

Equity Update since June 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.

- Truth and Reconciliation Day, observed annually on September 30, is dedicated to recognizing and addressing the injustices faced by Indigenous peoples in Canada. The day is a result of years of advocacy and calls for justice. This day stands as a vital step in the ongoing journey towards reconciliation. OSSTF/FEESO is committed to reconciliation and ensuring that the tragic history and ongoing legacy of Indian Residential Schools are never forgotten. Reconciliation requires an ongoing commitment throughout the year; however, on National Day for Truth and Reconciliation and Truth and Reconciliation Week, we make time to specifically honour the lost children and survivors of residential schools, their families, and communities.

[The National Centre for Truth and Reconciliation \(NCTR\)](#) is holding a five-day national online event for students in grades 1-12, their teachers, and education workers from Monday, September 22, 2025, to Friday, September 26, 2025. The theme for the week is “Taking Truth to Action.”

- OSSTF/FEESO was proud to continue supporting province-wide Pride celebrations, recognizing that the visibility and inclusion of 2SLGBTQIA+ members, students, families, and communities are central to our ongoing solidarity and equity work. This year, OSSTF/FEESO distributed four Pride-themed giveaway items: branded markers, heart-shaped stickers, newly added gymnastic ribbons, and colouring books uniquely designed and printed by our in-house Graphics and Production teams. We also reimagined the OSSTF/FEESO Pride Resources Dropbox to make it more accessible and impactful. It featured updated 2SLGBTQIA+ resources, our Pride logo, and vibrant graphics that can be used to promote inclusion and celebration in your local context.

Once again OSSTF/FEESO had an information booth at the Street Fair at Toronto Pride on June 29 and 30. OSSTF/FEESO Member volunteers, Staff, and Provincial Executive had the opportunity to interact with many families and community members. In addition, we were able to collect over 500 new community connections with our Pride 2025 Public Education Support Sign Up List via Action Network. OSSTF/FEESO was delighted to take part in the Trans March on Friday, June 27, the Dyke March Saturday, June 28, and the Pride Toronto Parade on Sunday, June 29, 2025.

- The Toronto Caribbean Carnival kicked off its 58th year with festivities from June 14, 2025, through to the Grand Parade on August 2, 2025. Once again, OSSTF/FEESO sponsored the Junior Carnival activities that celebrate youth on July 19, 2025. Upwards of 50,000 parents and youth took part or spectated at this family-friendly event. Many OSSTF/FEESO Members and their families joined community members in attendance. It was an opportunity to connect with parents, guardians, and students on their experiences with public education in Ontario. Volunteers were able to connect with over 800 attendees, engaging in meaningful conversations, and building upon community connections.
- The 2nd Union Leadership Academy was held in August 2025 for new and returning Bargaining Unit Presidents and leaders from around the province. Once again, Bargaining Units were able to include local leaders as additional delegates from all skill levels and experience to participate in training offerings on Wednesday, Thursday, and Friday. Several equity-driven workshops were delivered, such as Collective Agreement Equity Audits; Hidden Dynamics of Inequity: Why Equity Work Doesn't Always Lead to Change; and Bargaining for the Common Good.
- The Ontario Federation of Labour's (OFL) Black and Racialized Workers' Committee hosted their conference on August 23, 2025. The theme for the conference was "Reclaiming Power" and was attended by Provincial Executive, staff, and members. The keynote speaker was Matthew Green (Former Member of Parliament for Hamilton Centre). Participants were able to pick from workshops that included "Dismantling Systemic Racism and Collective Bargaining", "Challenges and Barriers Racialized Workers Face", and "Environmental Racism".
- OSSTF/FEESO participated in the Policing Free Schools Canada's August 27, 2025, press conference opposing Bill 33, and Provincial Executive Officer Chris Chandler spoke out on the need to fund resources students need, rather than reinstating School Resource Officers (SROs). The School Resource Officer (SRO) program, as presented by the Ford government in Bill 33, does not respect the conclusions reached by the Ontario Human Rights Commission (OHRC) after extensive consultation with Black and racialized students, in both the Public and Separate school systems and in both French and English boards. OSSTF/FEESO policies, endorsed by members, call for an end to SRO programs and reject any approach that ignores anti-oppression frameworks.
- OSSTF/FEESO launched a data collection project last year to examine potential disparities in employer discipline in line with Pillar 2 of our Strategic Action Plan – "Defend and Support Members" as well as our Action Plan to Support Equity, Anti-Racism, and Anti-Oppression. Research on discipline from various sectors often demonstrates that discipline disproportionately impacts particular segments of the population. Six bargaining units participated in the pilot last year, and so far, even with such a small sample size, the results are promising, although it is too early to comment on trends from the data. However, we are seeing some expected trends with the small data we do have. We are inviting a further three bargaining units to participate in the pilot

this year in the hope that we can increase our sample size and truly evaluate the success of the pilot by the end of 2025-2026.

- The Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer regional training will be taking place this year. This year, attendees will have the opportunity to network, share best practices, and deepen their understanding of equity, anti-racism, and anti-oppression. Bargaining Units are encouraged to email Membership-Database@osstf.ca with the name of the elected/appointed Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer so that they receive correspondence from the provincial office.

Save the Date:

Region	Date	Location	Registration Deadline
1	November 7-8, 2025	Delta Hotels Thunder Bay	October 13, 2025
2	November 7-8, 2025	Delta Hotels Sault Ste. Marie Waterfront	October 13, 2025
3	January 30-31, 2026	Virtual	TBD
4	March 27-28, 2026	Virtual	TBD
5	March 27-28, 2026	Virtual	TBD

A D/BU with the registration details for Regions 1 and 2 has been issued.

- The Equity Mentorship Program is in year two of a two-year program. It is an initiative that supports members of First Nations, Métis, Inuit, and/or equity-seeking groups who are interested in developing their leadership capacity within the organization and/or the wider labour movement. It provides opportunities to expand knowledge, access sought-after skills and development opportunities, and build networks within the Federation.

To support OSSTF/FEESO's ongoing commitment to the professional growth of its members, the Educational Services Department offers workshops for delivery across the province. A D/BU memo (#011) was issued on August 21, 2025, with a detailed breakdown of the equity themed Professional Development workshops which are available for 2025-2026 in their "Growth and Opportunity" flyer. The flyer is available here: [2025-2026 Educational Services Department available PD Workshops](#).

- 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 2025/2026 year. Please note for Account 2018 there has been a revision to the guidelines, more specifically with the signatures required to complete the application.

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