

Equity Update since September 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.

Discovering the Witness Blanket

[The Canadian Museum of Human Rights Museum](#) provided three virtual *Discovering the Witness Blanket* sessions to support OSSTF/FEESO in its recognition of *National Truth and Reconciliation Day*. One was hosted on Thursday, September 25, 2025, from 7:00 p.m. to 8:00 p.m. before the September Provincial Council. Two other sessions were hosted on Wednesday, October 1, 2025, at Provincial Office.

In the sessions, participants:

- Reflected on what it means to “Bear witness” to the history and legacy of Canada’s residential school system and why it is a necessary action in the practice of reconciliation
- Experienced the Witness Blanket via a virtual tour and website WitnessBlanket.ca
- Explored a Story and related Survivor testimony from the Witness Blanket as an act of bearing witness and reconciliation
- Contributed their own panel in an OSSTF/FEESO Witness Wall (Optional Collaborative Project)

The Women’s Advocate Training

[The Women’s Advocate Training](#) will occur for new Advocates in Region 4 (October 24-25, 2025) and Region 3 (October 31-Nov 1, 2025). This training includes the opportunity to familiarize Advocates with warning signs, risk factors, perpetrator assistance, and will give Advocates the knowledge they need to provide support and resources to OSSTF/FEESO members who may be living in a situation involving intimate partner violence. The Women’s Advocate program also introduces Advocates to a shelter worker, who will share their resources and basic offerings that shelters will provide our members.

16 Days of Activism Against Gender-Based Violence

OSSTF/FEESO is proud to stand with the [Canadian Labour Congress \(CLC\)](#) for the 2025 Global 16 Days of Activism Against Gender-Based Violence, under the theme: *Unions Rise Up Against Gender-Based Violence*.

This international campaign runs from November 25 to December 10, 2025, and includes December 6, Canada’s National Day of Remembrance and Action to End Violence Against Women. On this day, we honour the 14 women murdered at *École Polytechnique* in 1989 and reaffirm our commitment to ending gender-based violence (GBV) in all its forms.

This year's campaign emphasizes the vital role unions play in building safer workplaces and communities. The CLC is calling on the federal government to take urgent action by:

- [Implementing ILO Convention 190: A global treaty to end violence and harassment at work](#). The CLC urges a national strategy—developed with unions and employers—to address third-party violence and protect vulnerable workers.
- Investing in the GBV workforce: Frontline workers, largely women and gender-diverse individuals, continue to face underfunding and unsafe conditions. A national workforce strategy is needed to ensure sustainable funding and support.

We encourage all members to learn more and take action. Visit the [CLC's campaign page](#) for resources, tools, and ways to get involved.

Provincial Status of Women Committee

The Provincial Status of Women Committee invited Districts and Bargaining Units to order the *Remember Them: End Violence Against Women and Girls* poster in recognition of December 6, the National Day of Remembrance and Action on Violence Against Women. The poster, which honours the 14 women killed in the Montreal Massacre and all women affected by gender-based violence, was awarded First Place in Best Visual Communications: Single Issue Publication by the *International Labor Communications Association* (ILCA).

[Remember Them: End Violence Against Women and Girls poster](#)

White Ribbon

[White Ribbon](#) continues its multi-year initiative *Professionalizing the Practice: An Incel Radicalization Prevention Program*, a five-year project funded through Public Safety Canada's Community Resilience Fund. The program aims to strengthen cross-sector collaboration and equip practitioners in education, youth services, and mental health with evidence-based training and tools to identify and address the risk factors associated with Incel radicalization.

As a key partner in this initiative, OSSTF/FEESO continues to support White Ribbon's work in advancing healthy masculinities, gender equity, and violence prevention. On Wednesday, November 5, 2025, White Ribbon held a virtual event marking the soft launch of the campaign, *Debunking the Manosphere and Preventing Incel Radicalization*.

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

- The Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer Regional Training will be taking place 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	March 27-28, 2026	Virtual	TBD
4	January 30-31, 2026	Virtual	TBD
5	March 27-28, 2026	Virtual	TBD

A D/BU with the registration details for Regions 3, 4, and 5 will be issued in late November 2025.

- 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 \(Anti-Racism and Equity Training for Members\)](#)