

## Equity Update since June 2024

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.

- Motions to create a 2SLGBTQIA+ standing committee were carried at the Annual Meeting of the Provincial Assembly (AMPA) 2024. The committee's inaugural meeting was held on September 6, 2024.
- The second cohort of the OSSTF/FEESO Equity Mentorship Program (2024-2026) launched in May 2024. In August 2024, a D/BU memo (#012) seeking fifteen (15) mentor candidates for the program was issued.

The Equity Mentorship Program is an initiative that supports members of First Nations, Métis, Inuit, and 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 builds networks within the Federation.

- Members can access funding for anti-racism and equity training through Account #2890 (\$30,000) which will replace the previous funding line Account #2016 (\$25,000).

[Account #2890 \(Anti-Racism and Equity Training for Members – ENG\)](#)

[Account #2890 \(Anti-Racism and Equity Training for Members – FR\)](#)

- 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 (#006) was issued on August 14, 2024, with a detailed breakdown of the 'Growth & Opportunity Equity Themed Professional Development Workshops for 2024-2025.'
- In June 2024, the Persons Living with Disability(ies) Advisory Work Group was established as an advisory body to the Provincial Executive. This advisory work group will advise the Provincial Executive on matters related to issues affecting persons living with disabilities in the Federation, including ways to improve equity, accessibility, and accountability.

The advisory work group will have their inaugural meeting in October 2024.

- OSSTF/FEESO has been a proud participant in the Pride Toronto annual celebrations for several years and was involved again in 2024. This year, members, provincial staff and the Provincial Executive participated in the Dyke Rally and March, the Trans Pride Rally and March and the 2024 Toronto Pride Parade. OSSTF/FEESO member ambassadors from Bargaining Units from Ottawa, Halton, Hamilton, London, and Toronto held several conversations with the event attendees. They shared information about how protecting publicly funded education can build stronger communities. The Toronto Pride Festival is one of the largest Pride celebrations in the world, bringing together people from all over the world to celebrate the history, courage, diversity, and future of Ontario's 2SLGBTQI+ communities.
- The 2024 Toronto Caribbean Carnival (TCC) festivities ran from June 15, 2024, to the Grand Parade on August 3, 2024. OSSTF/FEESO was a proud sponsor of the festivities and participated in the:
  - TCC Opening Ceremonies
  - Junior King and Queen Showcase
  - Junior Carnival, and
  - King and Queen Showcase.

During the TCC events, OSSTF/FEESO members, the Provincial Executive, and staff engaged with community members. These interactions provided a platform for the community to voice their concerns about the cuts to public education and share their aspirations for a robust publicly funded education system in Ontario. The festivities also facilitated the signing up of community members for OSSTF/FEESO's public supporter database.

Our collaboration with TCC is not limited to the 2024 festivities. We are committed to a long-term partnership, with plans to pilot the Carnival Education Program in Secondary Schools in the upcoming year. More details about this initiative will be shared in the Fall.

- In July 2024, OSSTF/FEESO sent a delegation that included members, provincial staff and a member of the Provincial Executive to the annual *Coalition of Black Trade Unionists'* (CBTU) Region 1 Conference in Syracuse, New York. The conference participants attended workshops and panel presentations that included topics related to:
  - anti-violence and gun violence
  - apprenticeship programs for non-traditional education paths,
  - national and international labour projects,
  - pay equity for Black women,
  - poverty and housing issues,
  - taking action, advocating for change, creating opportunities for underrepresented groups, and
  - voting and advocating for union rights.

The 54<sup>th</sup> CBTU Convention will be held in Orlando from May 20 to 26, 2025. Bargaining Units with members with an active CBTU membership who are interested in attending the convention are eligible to apply to Account #2015 (Union/Health and Safety Training Programs), Account #2018 (Anti-Racism and Equity Training for Bargaining Units/Districts) and/or Account #2890 (Anti-Racism and Equity Training for Members) on a first-come, first-served basis.

[Account #2015 \(Union/Health and Safety Training Programs – ENG\)](#)

[Account #2015 \(Union/Health and Safety Training Programs – FR\)](#)

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

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

[Account #2890 \(Anti-Racism and Equity Training for Members – ENG\)](#)

[Account #2890 \(Anti-Racism and Equity Training for Members – FR\)](#)

- The inaugural Union Leadership Academy was held in August 2024 for new and returning Bargaining Unit Presidents. Bargaining Units were able to include local leaders as additional delegates from all skill levels and experience to participate in training offerings on Thursday and Friday. Several equity-driven workshops were delivered including a workshop by *Harmony Movement*, which focused on leadership in equity and inclusion within the Federation. Other relevant focal points of the training included developing action plans for local equity, anti-racism and anti-oppression work; learning about social or organizational mapping, “unlearning,” and driving organizational change; and training on local advocacy for various human rights issues.
- This fall, updated training for Regions 1, 2, and 5 Women’s Advocates will occur. This training will cover a diverse range of topics, including initial training for new advocates and refreshers for current advocates, local issues, training on working with perpetrators, setting up and maintaining District Women’s Advocate programs, and ensuring that Advocates’ roles are clear. A D/BU with registration details will be issued in the fall.
- The Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer training will be conducted in Fall 2024 and Spring 2025 in all regions. Bargaining Units are encouraged to email [Membership-Database@osstf.ca](mailto: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	May 9-10, 2025	Thunder Bay	TBD
2	May 9-10, 2025	Sudbury/Sault Ste. Marie	TBD
3	December 13-14, 2024	London/Kitchener	TBD
4	October 18-19, 2024	Toronto – Airport Delta Hotel	September 25, 2024
5	December 13-14, 2024	Kingston	TBD

A D/BU with the registration details will be issued shortly.

- Additional District Funding Accounts related to Equity in the 2024-2025 Financial Handbook:
  - [Account #2040 \(Translation Services at District/Bargaining Units Meetings – ENG\)](#)  
[Account #2040 \(Translation Services at District/Bargaining Units Meetings – FR\)](#)
  - [Account #2085 \(Advancing Human Rights Special District Programs – ENG\)](#)  
[Account #2085 \(Advancing Human Rights Special District Programs – FR\)](#)
  - [Account #2090 \(Member Accessibility Funding – ENG\)](#)  
[Account #2090 \(Member Accessibility Funding – FR\)](#)
- Please click [HERE](#) for the updated version of the OSSTF/FEESO Action Plan to Support Equity, Anti-Racism and Anti-Oppression for the 2024-2025 year.