

## Equity Update since November 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.

- **OSSTF/FEESO’s Educators’ Resources**

This year, the [OSSTF/FEESO Educators’ Resource](#) will be updated under the section titled, “[365 Days of Black Excellence](#)” to include a broader range of educational materials that explore the intersections within the Black identity. These updates will provide educators with resources that reflect the diverse experiences and contributions of Black individuals across various social, cultural, and historical contexts, fostering a deeper understanding of the complexity and richness of Black excellence.

To access the OSSTF/FEESO Educators’ Resource, visit <https://www.osstf.on.ca/resource-centre/educators-resources.aspx>

- **The 2025 LEGACY Poster: A Dynamic Teaching Tool for Black History Month and Beyond**

[The 2025 LEGACY Poster](#) celebrates the resilience, achievements, and contributions of Black Canadians to Canada’s collective history. This year, the spotlight shines on four trailblazing women: Fennella Bruce, El Jones, Ardella Jacobs, and Wendy Wilson, whose stories exemplify leadership, innovation, and community impact. To deepen learning, the poster features QR codes linked to critical questions, project ideas, and discussion prompts tailored for classroom use. One QR code connects directly to the new Legacy Voices YouTube channel, offering 50 engaging short videos on Black history from around the world – updated daily throughout Black History Month.

To purchase a poster, visit <https://thelegacyposter.com/>

- **Harmony Movement**

[The 2025 Harmony Movement Educators Anti-Racism Conference](#) will take place on February 21, 2025, in Vaughan, Ontario. This year, participants will explore the intersections of Race, Gender, and Sexual Orientation within school communities.

To register, visit <https://harmony.ca/news/2025-educators-anti-racism-conference/>

- **OSSTF/FEESO's *Education Forum* magazine – Vol 51, Issue 1**

The Fall 2024 issue of *Education Forum* is filled with equity-focused articles relevant to members and our communities. Visit [education-forum.ca](http://education-forum.ca) and read/share equity-focused articles including:

- “How I ended up on a rent strike” by Sharlene Henry of the York South-Weston Tenants Union
  - “We must organize with community” by D12 Member Derik Chica
  - “From crisis to change” by Ken Miller, Executive Director of the Canadian AIDS Society
  - “The history of sexual orientation protections with Windsor unions and politics” by D9 Member Walter Cassidy
  - “The significance of role models in empowering the Deaf community” by D25 Members Twyla Campbell and Chantal Deketele
  - “Sport is healing” by MPP Sol Mamakwa
- The Persons Living with Disabilities Advisory Work Group (PLWDAWG) is reviewing the Accessibility for Ontarians with Disabilities Act (AODA) and Ontario's non-compliance in respect to education and the Federation.

In 2005, a unanimous vote of the Ontario Legislature committed to make the province accessible to people with disabilities within two decades. The 2025 deadline has not been met. See the linked article: [Ontario was supposed to be accessible by 2025. Some advocates say it's not even close | CBC News](#)

The AWG's review will include:

- making recommendations on how OSSTF/FEESO can support advocacy efforts by the AODA Alliance and strengthen lobbying campaigns,
  - making recommendations on updates to AODA resources available on the OSSTF/FEESO website and identify ways to promote these tools among Members to raise awareness and foster compliance and
  - exploring the feasibility of establishing formal relationships with organizations advocating for accessibility under AODA.
- **The Education Worker Diverse and Inclusive Workforce Committee (EWDIWC)**

The EWDIWC continues collaborating with representatives from the Ministry of Education, the Council of Trustees' Association (CTA), and education affiliates, with OSSTF/FEESO staff actively participating.

At the January meeting, the Committee set its goals under the new mandate for the term of the 2022-2026 Collective Agreement. These goals focus on advancing and supporting equitable hiring, staffing, and employment practices within school boards.

This work remains ongoing, with the Committee committed to identifying and promoting best practices that foster diversity and inclusion across the sector. The next meeting is

scheduled for February 2025, where discussions will continue to drive meaningful progress.

- Bargaining Units, Districts and Members can access funding for anti-racism and equity training through Account #2890 and Account #2018.

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