

Equity Update since February 2022

OSSTF/FEESO 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.

- An updated version of the OSSTF/FEESO Action Plan to Support Equity, Anti-Racism, and Anti-Oppression has been posted to the Provincial website. Please visit the Provincial website for more information.
- Annual Meeting of the Provincial Assembly (AMPA) 2022 Equity Update
 - Motions were passed at AMPA 2022 to add permanent budget lines for the Equity Mentorship Program and the Women's Advocate Program.
 - Constitutional amendment motions were passed to ensure that every Bargaining Unit Executive consists of the following positions (at minimum): The President, Treasurer or Secretary/Treasurer, Equity and Anti-Racism, Anti-Oppression Officer, and Chief Negotiator. This motion was accompanied by a motion to organize a triennial conference commencing in the fall of 2023 for Bargaining Unit Equity, Anti-Racism, Anti-Oppression Officers for training and sharing of best practices.
 - A motion was passed to create a new Provincial Standing Committee on Addressing Anti-Black Racism/Racism.
- The Educational Services Committee hosted their spring conference in April 2022. The theme of the conference was, *Reflection to Action: Roles & Responsibilities as Anti-Oppression Education Workers*. Registration details to be announced shortly.
- The Protective Services Committee hosted their spring conference in April 2022. The conference included workshops that examined how to apply an equity lens during negotiations and activities related to bargaining and contract maintenance.
- The OSSTF/FEESO New Member Engagement Advisory Work Group (NMEAWG) is hosting a series of virtual workshops, covering topics that are important to new members. These one-hour sessions will be led by a member of the NMEAWG. The goal is to help new members unpack and explore the various opportunities for engagement in their union, as well as the services offered to members by OSSTF/FEESO. Please visit the [Provincial website](#) for more information.
- The OSSTF/FEESO Union Training Academy has added additional virtual training sessions for members of district and bargaining unit executives from April 2022 – June 2022. The training will cover a number of topics. Please visit the [Provincial website](#) for more information.
- The Ontario Alliance of Black School Educators (ONABSE) will be hosting their 2022 Provincial Conference and Annual General Meeting (AGM) from April 29 to April 30, 2022. Members who sign up for this conference can apply to Provincial Account #2018 (Anti-Racism and Equity Training) and Account #2016 (Anti-Racism and Equity Training), through their Districts, to have eligible expenses reimbursed.

- Districts and Bargaining Units are encouraged to continue to submit applications for Account #2016 (Anti-Racism and Equity Training for Members), Account #2018 (Anti-Racism and Equity Training), and Account #2085 (Advancing Human Rights Special District Programs). As outlined in the OSSTF/FEESO Financial Handbook, if funds are still available after AMPA, Districts and Bargaining Units may apply for additional funding on a first-come, first-served basis.