

Equity Update since September 2021

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.

- *The Action Plan to Support Equity and Anti-Oppression* was renamed to *Action Plan to Support Equity, Anti-Racism, and Anti-Oppression*.
- The survey examining the barriers to navigating the OSSTF/FEESO Rules of Order closed on September 20, 2021. The survey data is currently being analyzed.
- Applications for presenters for the OSSTF/FEESO Addressing Anti-Black Racism and Allies' workshops were reviewed, and presenters have been selected and trained.
- OSSTF/FEESO created one hundred (100) additional Bargaining Unit delegate spots for members from equity-seeking and sovereignty-seeking groups to attend the Election Readiness Conference that was held from October 29 – October 30, 2021.
- OSSTF/FEESO increased the allocation of additional delegate spots for the 16th Biennial Convention of the Ontario Federation of Labour (OFL). Members from equity-seeking and sovereignty-seeking groups on OSSTF/FEESO committees and councils were able to independently apply to attend the convention on a first-come, first-served basis.
- OSSTF/FEESO is one of the sponsors of a half-hour digital news program created by Working Ontario Women (WOW), a non-profit organization dedicated to changing women's lives for the better titled, Uninvited: Working Ontario Women News. The program is streamed every other Sunday.
- Account #2016 (Anti-Racism and Equity Training for Members) is available for members to reimburse expenses related to equity and/or anti-racism training. This funding is provided to cover the cost of the workshop registration or course fee and necessary materials. The total amount available to any member is a maximum of \$400 or 50% of the overall cost to participate on a first-come, first-served basis.
- Applications have been received and processed for Account #2018 (Anti-Racism and Equity Training). Districts and Bargaining Units are encouraged to continue to submit applications.
- Applications have been received and processed for Account #2085 (Advancing Human Rights Special District Programs). District and Bargaining Units are encouraged to continue to submit applications.
- OSSTF/FEESO launched the Equity Mentorship Engagement Program.
- The OSSTF/FEESO Protective Services Committee received training on conducting equity audits on Collective Agreements.

- OSSTF/FEESO committees and councils are in the process of reviewing updates to the OSSTF/FEESO Equity Statement.
- The Black Persons and Persons of Colour Advisory Work Group are providing input on creating an OSSTF/FEESO Black Educators' Network.
- As the holiday approaches, OSSTF/FEESO encourages members to support [Black Owned Businesses](#).

[Black Owned Toronto](#)