

June 22, 2021

Message to members from the OSSTF/FEESO Provincial Executive

Dear members,

Thank you for your participation in AMPA 1.0 and AMPA 2.0. We acknowledge that AMPA 2.0 resulted in significant pain and trauma to OSSTF/FEESO members. On behalf of the Provincial Executive, we would like to offer our sincere apologies for the negative impact that was experienced.

The structure and our rules of order that govern AMPA do not create the necessary space to have difficult and meaningful conversations needed to address issues of equity, diversity and inclusion within the federation. This includes examining ways to dismantle anti-Black racism and oppression. We are committed to taking collective action and will engage the voices of OSSTF/FEESO members specifically those from equity seeking groups. This work will be completed through a variety of mechanisms as we move forward in order to examine our internal structures.

President Karen Littlewood will lead the Provincial Executive in implementing the Action Plan to Support Equity and Anti-Oppression, and will ensure that the actions taken to address systemic barriers within the federation are communicated transparently to the membership-at-large. We want you to hold us accountable.

To effect change please expect the following actions over the next few months. This list is fluid and will continue to be updated throughout the 2021–2022 school year.

- An evaluation of OSSTF/FEESO Rules of Order via an in-depth literature review, qualitative interviews, and a survey (June 2021–January 2022)
- The use of focus groups, one-on-one interviews and Town Halls centred around dismantling anti-Black racism within OSSTF/FEESO (August 2021–ongoing)
- The findings from [Credence and Co.](#) listening circles and survey report will be reviewed by the OSSTF/FEESO Provincial Executive (September 2021)
- The increase of the Black Persons and Persons of Colour Advisory Work Group from 10 members-at-large to 25 members-at-large for the 2021–2022 school year (September 2021)
- The review of PROC 544-21 which referred the establishment and terms of reference of the OSSTF/FEESO Disrupting Anti-Black Racism Committee to the Provincial Executive, in-house equity team, the Equity, Diversity, and Inclusion (EDI) coordinator, advisory work groups/committees, local leaders and members in preparation for a report and final recommendations to be presented at AMPA 2022 (September 2021–January 2022)
- The review of the March 2021 AMPA equity motions by the movers of the motions, OSSTF/FEESO in-house equity team, EDI coordinator, advisory work groups/committees, and the Parliamentary and Constitutional Council in preparation for AMPA 2022 (September 2021–January 2022)
- The prioritization of equity updates on the Provincial Executive Reports to Districts and Bargaining Units (starting September 2021)
- The General Secretary Report to Provincial Council will have an equity update (starting September 2021)
- The continued consultation between the in-house equity team with [Carol Wall and Pat Wright](#)
- The development of partnerships and relationships with Black community organizations (ongoing)

OSSTF/FEESO is engaged in a rigorous process that involves ongoing research, evaluation of policies and practices. Through feedback from members, we have also heard that it is important to keep intersectionality as an anchor of our equity and anti-oppression work.

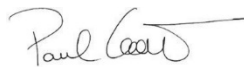
Thank you for your patience during this period.

Please do not hesitate to offer any suggestions and feel free to contact your Provincial Executive Liaison at anytime.

Sincerely,



Karen Littlewood,
President



Paul Caccamo,
Vice-President



Martha Hradowy,
Vice-President



Jeff Denys,
Treasurer



Hayssam Hulays,
Executive Officer



Malini Leahy,
Executive Officer



Colin Matthew,
Executive Officer