BACKGROUNDER
ADDRESSING
SYSTEMIC
INEQUITIES

**STRENGTHEN
PUBLIC EDUCATION
REBUILD ONTARIO**

OSSTF/FEESO

OSSTF/FEESO promotes the need for systemic changes and actions that are permanent. Funding must be sustained and specific to addressing systemic inequalities. Envelopes of project-based funding does not support systemic change.

OSSTF/FEESO believes in centring families, communities, and students at the heart of public education and in the need for students to see themselves within the system.

Infrastructure supports for education, including access to full school programming, technology, Wi-Fi, and sustainable, safe buildings.
- Work with racialized, low-income, and First Nations communities to support adequate and sustainable housing, clean drinking water and community infrastructure such as safe and comfortable schools.

Recentring the curriculum with a lens on First Nations, Métis, and Inuit ways of knowing and learning.
- Be culturally mindful of how First Nations, Métis, and Inuit communities/peoples are represented in the curriculum.
- Promote reconciliation within the classroom.
- Provide culturally relevant training for teachers and education workers, administrators, and government liaisons.

Decentring whiteness in education.
- Centre experiences of Black and racialized students. Currently, Black and racialized students are expected to demonstrate their knowledge within a 'white context'.
- Listening to and responding to the needs of communities regarding programming, delivery, and organization of educational policy and practice.

Dismantling white supremacy and colonial legacy practices in education.
- Take accountable action towards racial justice (transform teaching practices).
- Understand and work to dismantle racialization within teaching practices and education.

Advocating for increased permanent funding for de-streaming.
- Permanent funding is required to hire education workers to support students who require academic supports.
- Smaller class sizes, dedicated education workers in classes, and training for all education workers and teachers is required for the successful implementation of de-streaming.
- The curriculum needs to support de-streamed courses.

Hiring and retention practices
- Advocating for greater access to professional training and retention programs/policies for members of Black, Indigenous, and other racialized communities.
- Advocating for greater diversity, transparency, and accountability in hiring practices in publicly-funded education.
- Culturally relevant training for school board human resources staff and college and university admission staff.