

October 15, 2026
D/BU #043/2026–2027

Application for Mentors

To: Presidents and All Members

From: Gary Fenn, Interim Associate General Secretary – Professional Services

For Action

The Provincial Executive is seeking up to ten (10) members to act as mentors in the 2026–2028 Equity Mentorship Program (EMP). The program is designed to help First Nations, Métis, Inuit and equity-seeking members deepen their understanding of OSSTF/FEESO and the broader labour movement, build networks, and strengthen their leadership skills. The focus of this cohort is member protection, local capacity in protective services, and organization-wide bargaining readiness.

Each mentee will be paired with a mentor for the two-year program. In each year of the two-year program, mentors and mentees will attend three in-person group sessions, two virtual sessions, and participate in up to three mentor/mentee experiences. Mentors must have experience in protective services work (e.g., bargaining, member representation, grievances, arbitration, health and safety), be willing to share their knowledge of and experience within OSSTF/FEESO and demonstrate leadership examples that build organizational capacity.

OSSTF/FEESO will cover reasonable expenses incurred by EMP mentors, including meals, travel, accommodation where necessary, and dependent care where applicable, in accordance with the Federation Activities Allowable Expenditures Guidelines.

Members selected for the Equity Mentorship Program must be able to obtain employer-approved time release, funded by OSSTF/FEESO. Applicants should confirm with their local President that their Bargaining Unit has no time-release restrictions. After Provincial Executive approval, selected members and their Bargaining Unit Presidents will be notified.

Members can apply by completing and submit the attached Statement of Interest form and the Voluntary Self-Identification to jenny.chen@osstf.ca, by **4:00 p.m. on Wednesday, October 28, 2026**.

OSSTF/FEESO is committed to equity, anti-racism, and anti-oppression while protecting and

strengthening public education. We aim to foster an inclusive program that reflects the diversity of our members and communities and values a range of lived experiences. Applicants who choose to self-identify should complete the attached Voluntary Self-Identification form and include it with their application. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), OSSTF/FEESO works to ensure that all selection processes are barrier-free and non-discriminatory.

Please email Jenny Chen at jenny.chen@osstf.ca with questions about this D/BU or the application process, or to request a reasonable accommodation to participate fully in the application process.

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Attachments