OSSTF/FEESO

September 11, 2026
D/BU #017/2026−2027

Equity Mentorship Program 2026-2028

To: Presidents and All Members

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

For Action

Ready to grow your union leadership and put it into action? Applications are open for the 2026-2028 Equity Mentorship Program (EMP), a two-year leadership experience for up to 10 equity-deserving members. Build practical skills, learn alongside other members, connect with experienced mentors, and gain hands-on insight into the work that supports and represents members every day.

Your experience belongs in leadership.
EMP is designed for members of equity-seeking and sovereignty-seeking groups who want to deepen their involvement in OSSTF/FEESO. Members who self-identify as Indigenous, Black and/or Racialized are strongly encouraged to apply. Self-identification as a member of an equity-seeking group is voluntary.

Learn. Connect. Lead.
Whether you are curious about member representation, contract maintenance, negotiations, health and safety, or future Federation leadership, EMP gives you space to learn, ask questions, try things out, and grow your confidence with the support of mentors and a cohort of peers.

You do not need to have it all figured out. Bring your experience, your curiosity, and your interest in making a difference for members.

What you will get:

- real-world learning in member advocacy, difficult conversations, and complex union situations;
- practical knowledge of collective agreements, governance, legislation, grievances, facilitation, and member support;
- stronger skills in communication, negotiation, conflict resolution, judgment, and decision-making;
- ongoing mentorship that connects learning to real Federation work;
- opportunities to take part in Union Training Academy sessions, and the Summer Union Leadership Academy.

Ontario Secondary School Teachers' Federation
Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario
60 Mobile Drive, Toronto, Ontario M4A 2P3

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What to expect:

- A two-year cohort: 2026-2028
- Five sessions each year: three in person and two virtual. Focused on member representation, contract maintenance, negotiations and health and safety.
- Mentorship, connection, and applied learning between sessions

OSSTF/FEESO will cover reasonable expenses for EMP mentees, including meals, travel, accommodations (as necessary), and dependent care (where applicable), in accordance with the Federation Activities Allowable Expenditures Guidelines.

Selected members must be able to secure employer time release, paid for by OSSTF/FEESO. Before applying, members must confirm with their local President that there are no Bargaining Unit restrictions on time release. Successful applicants and their Bargaining Unit Presidents will be notified following Provincial Executive approval.

The OSSTF/FEESO Equity Mentorship Program is about building a stronger, more representative union by creating meaningful pathways for members to develop their skills, confidence, connections, and leadership.

Ready to take your next step? Complete the Statement of Interest and submit by **4:00 p.m. on September 25, 2026, to Jenny Chen (jenny.chen@osstf.ca).**

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), OSSTF/FEESO strives to ensure that all processes are non-discriminatory and barrier-free. Questions about this D/BU memo, the application process, or requests for reasonable accommodation to participate fully in the application process, can be directed to Jenny Chen (jenny.chen@osstf.ca.

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Attachments

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