

Equity Update since April 2025

OSSTF/FEESO is deeply committed to equity, anti-racism and anti-oppression work so that our Federation, workplaces, and communities are equitable, inclusive, and accessible spaces. The Federation 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.

- [National AccessAbility Week \(NAAW\)](#), celebrated from May 25 to May 31 in Ontario and across Canada, is an opportunity to recognize the contributions of individuals with disabilities and promote efforts to remove barriers and create inclusive environments. This week highlights the importance of accessibility as a human right and calls on all of us to take action toward equity and inclusion. Members of the OSSTF/FEESO Persons Living with a Disability(ies) Advisory Work Group have contributed a thoughtful article in the [Update](#) publication, sharing their insights and lived experiences to inspire meaningful change within our federation, schools, worksites, and communities.
- In 2024, OSSTF/FEESO proudly supported United for Literacy's Lieutenant Governor's Summer Literacy Camps, held in partnership with Indigenous communities across Northern Ontario. These culturally relevant day camps help children and youth boost their reading, writing, and math skills in a fun and engaging setting.

By hiring local counsellors, the camps build community capacity and celebrate Indigenous ways of learning, all while reducing summer learning loss. 98% of parents polled agreed that the camps prepared their children to return to school, supporting a more confident start to the new academic year.

For more information, please visit [Unitedforliteracy.ca](https://unitedforliteracy.ca).

- This year, the *Canadian Teachers' Federation* hosted its annual CTF/FCE Women's Symposium in Banff, Alberta, inspiring attendees to *Stand in Their Power*. Teachers and education workers from across the country gathered to explore bold and empowering themes that resonate deeply with women in the education sector. Participants engaged in dynamic plenary sessions and workshops, including *Culturally Responsive Leadership*, *Women as Catalysts for Equity and Change*, and *Standing Up Against Misogyny in Schools*, featuring a diverse lineup of powerful speakers.

Five OSSTF/FEESO women leaders proudly took part, gaining valuable insights and inspiration from sessions that reflected the lived experiences, challenges, and contributions of women educators. With thought-provoking dialogue and practical tools, the symposium reaffirmed the importance of collective leadership and solidarity. Next year, the symposium returns to Ontario and is expected to offer another exciting lineup of workshops and plenaries designed to empower and connect women union leaders

across the country.

- The OSSTF/FEESO Status of Women Conference, held on May 2-3, brought members together to explore the theme, “We can do everything, but should we?” Keynote speaker Shirley Weir delivered a thought-provoking and humorous talk on the trials and tribulations of menopause, setting an engaging tone for the weekend.

Participants attended a series of workshops that tackled topics such as Challenging Misogyny, Pathways to Leadership for Women of OSSTF/FEESO, and Healthy Masculinity and Incel Radicalization. A dynamic panel discussion on Saturday featured community members sharing strategies for mobilizing women in the fight against the rising hate agenda.

- From May 21 to May 25, 2025, OSSTF/FEESO proudly participated in [the Coalition of Black Trade Unionists \(CBTU\) 54th International Convention](#) in Orlando, Florida. This year’s theme, “Preserving and Building on Our Legacy: Unbought, Unbowed, Unstoppable”, captured the enduring fight for equity, workers’ rights, and collective empowerment.

The convention served as a critical space for OSSTF/FEESO members to connect with global leaders and activists committed to advancing the rights of Black workers. Among the powerful keynote speakers was Larry Rousseau, Executive Vice-President of the *Canadian Labour Congress (CLC)*, who offered an inspiring call to action. The Ontario Chapter of CBTU also led an impactful workshop focused on building awareness of collective voting power and strategies to increase political participation among union members.

Upcoming Dates

- Region 1 (Ontario) Annual CBTU Conference – August 15-17, 2025, in Albany, New York
- CBTU 55th International Convention – May 2026, in Atlanta, Georgia

Note: OSSTF/FEESO funding for international travel has been suspended for the 2025/2026 and 2026/2027 years, following MAC 212 adopted at AMPA 2025. Members are welcome to attend as individual CBTU members at their own expense.

- OSSTF/FEESO was a proud sponsor of the 2025 *Urban Alliance on Race Relations (UARR) Anti-Racism Education in Ontario Regional Summit*, held on May 29 at Toronto Metropolitan University.

This year’s summit marked UARR’s 50th anniversary and brought forward important conversations on anti-racism to Toronto, as well as to three other regional summits across the province. The event featured engaging panel discussions with community

leaders, educators, and researchers, covering topics such as:

- Address Racism in Ontario's Schools
- Anti-Black Racism
- Anti-Asian Racism
- Anti-Islamophobia in Education
- Curriculum & Pedagogy for Anti-Racism
- Educators & Administration in Anti-Racism
- Student Discipline & Restorative Justice

Participants enjoyed action-oriented discussions, networking, and opportunities to collaborate and share ideas.

For more information, please visit Urbanalliance.ca.

- OSSTF/FEESO is proud to continue supporting province-wide Pride celebrations, recognizing that the visibility and inclusion of 2SLGBTQIA+ members, students, families, and communities are central to our ongoing solidarity and equity work. As local Pride events unfold across Ontario, members are encouraged to take part and show their support at community gatherings.

This year, OSSTF/FEESO distributed four Pride-themed giveaway items: branded markers, heart-shaped stickers, newly added gymnastic ribbons, and colouring books uniquely designed and printed by our in-house Graphics and Production teams. We have also reimagined the OSSTF/FEESO Pride Resources [Dropbox](#) to make it more accessible and impactful. It now features updated 2SLGBTQIA+ resources, our Pride logo, and vibrant graphics that can be used to promote inclusion and celebration in your local context.

OSSTF/FEESO has a permit for a marching contingent in the *Pride Toronto Parade* on Sunday, June 29, 2025. There will be music, t-shirts for marchers, and swag to hand out along the parade route. We encourage Districts and their Members to attend this festival and end their visit by marching with OSSTF/FEESO in the parade. We have coordinated an information booth at the Street Fair on June 29 and 30. Members are encouraged to volunteer to take a shift as an OSSTF/FEESO ambassador. The booth location, t-shirt pick-up location, parade schedule, and marching order will be released as soon as the information becomes available. We will share the details via a D/BU Memo, social media, Update, and on our website (www.osstf.on.ca).

A list of local Pride events and activities in communities throughout Ontario is available on the [Ontario Pride website](#).

- The *Toronto Caribbean Carnival* will kick off its 58th year with festivities from June 14, 2025, through to the Grand Parade on August 2, 2025. Once again, OSSTF/FEESO will

sponsor the *Junior Carnival* activities, celebrating youth, on July 19, 2025. The organizers expect upwards of 50,000 parents and youth to participate or spectate at this family-friendly event. OSSTF/FEESO members and their families are encouraged to attend this event. A D/BU Memo will be issued with the details for the OSSTF/FEESO Information Booth. Volunteers are welcome.

- Funding is still available under Account 2018 (Anti-Racism and Equity Training for Bargaining Units/Districts) and Account 2890 (Anti-Racism and Equity Training for Members) for the 2024/2025 year. All training must be completed by June 30, 2025, to be eligible for funding for this Federation year.

[Account #2018 \(Anti-Racism and Equity Training for Bargaining Units/Districts\)](#)
[Account #2890 \(Anti-Racism and Equity Training for Members\)](#)

Note: OSSTF/FEESO funding for all international travel has been suspended for the 2025/2026 and 2026/2027 years following MAC 212 adopted at AMPA 2025. Therefore, Accounts 2018 and 2890 cannot be used to cover international expenses associated with equity and anti-racism training that involve travel.

- Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer regional training will resume during the 2025/2026 federation year. Regions 1 and 2 will be held in person, while Regions 3, 4, and 5 will be hosted virtually. Additional information, along with registration details and instructions, will be provided in Fall 2025.