

## Equity Update since February 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.

- In March 2025, the Ontario Human Rights Commission (OHRC) published its action plan, “Dreams Delayed: Addressing Systemic Anti-Black Racism and Discrimination in Ontario’s Public Education System,” to address anti-Black racism in education. This plan outlines key challenges and recommendations to eliminate the systemic barriers Black students, teachers, and education workers face.

OSSTF/FEESO is committed to addressing and dismantling anti-Black racism within education. Despite concerns raised by OTF and its affiliated unions, about the report’s misunderstanding of the nature, role, and statutory obligations of labour unions, OSSTF/FEESO remains committed to continued collaboration with the OHRC in the pursuit of equitable outcomes and meaningful action across Ontario’s public education system. To read the full report, click on the link below.

[OHRC Action Plan – Dreams Delayed: Addressing Systemic Anti-Black Racism and Discrimination in Ontario’s Public Education System](#)

- Equal Pay Day draws attention to the persistent gender pay gap that continues to disadvantage women, particularly Indigenous, Black, racialized, and 2SLGBTQIA+ women. This day highlights how systemic barriers, occupational segregation, discrimination, and a lack of access to affordable childcare contribute to unequal earnings and limited economic opportunities. In Ontario, Equal Pay Day was recognized on April 10, 2025, marking how far into the year women must work to earn what men earned in the previous year. For more information, please visit the [Ontario Equal Pay Coalition website](#).
- The International Day of Pink was observed on Wednesday, April 9, 2025, as a powerful stand against bullying, homophobia, transphobia, and discrimination against 2SLGBTQIA+ communities. This year’s theme was “*Re-Emergence*,” honouring activists who continue to fight for inclusive communities. OSSTF/FEESO members recognized this important day through local commemorations and initiatives promoting inclusion, respect, and equity. The Day of Pink continues to be a meaningful opportunity to celebrate diversity and speak out against hate.

[Honour Re-Emergence – YouTube Video](#)

- The 2025 CTF/FCE Women’s Symposium, taking place in Banff, Alberta from May 8 to 10, will be a powerful gathering of approximately 150 women-identifying leaders, staff

and members from our member organizations across Canada. Centred around the theme “*Stand in your Power*,” the symposium aims to inspire participants to reembrace their strength, challenge barriers to gender equity, and create lasting impact within the education sector and their broader communities. The Provincial Office has funded five members to attend this year’s event, where they will gain valuable insights, connect with changemakers, and return empowered to lead with confidence and purpose.

- From May 21 to May 25, 2025, OSSTF/FEESO is sending a delegation to the [Coalition of Black Trade Unionists](#) (CBTU) 54<sup>th</sup> International Convention in Orlando, Florida. This year’s convention theme, “*Preserving and Building on Our Legacy: Unbought, Unbowed, Unstoppable*,” powerfully reflects the ongoing struggle for equity, workers’ rights, and collective empowerment. The convention provides a vital platform for OSSTF/FEESO members to connect with global labour leaders and activists dedicated to advancing Black workers' rights.
- OSSTF/FEESO is pleased to endorse an important study conducted by Alexandra Minuk and Jordan Shurr (Queen’s University Faculty of Education). The researchers are interested in understanding how teachers interpret and implement the requirements of Individual Education Plans (IEPs) for students with Autism. We anticipate that this study will provide new insights to improve pre-service and in-service training for all teachers, to better support students with Autism.
- To respect financial constraints in the current fiscal year, the Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer training for Regions 1 and 2, initially scheduled for May 9-10, 2025, will now be held in a virtual format on those same dates. Registration is now open, and each Bargaining Unit is invited to send its designated officer or equivalent position to participate.

To register, please click [here](#).

- 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 \(Anti-Racism and Equity Training for Members\)](#)