

Equity Update since June 2023

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.

- OSSTF/FEESO Members participated in a workshop on teaching about gender-based violence based on the Teaching About Gender-Based Violence Toolkit in February 2023. Feedback from the participants was incorporated into the final version of the toolkit, which can be accessed here: <https://www.gbvteaching.com/home>.

The toolkit was developed by the Gender-Based Violence Teaching Network at the University of Windsor and with input from OSSTF/FEESO and contains a set of lesson plans and teaching materials designed to support Grade 8–12 teachers with teaching about a variety of gender-based violence issues while responding to the expectations of the Ontario curriculum and using their professional judgment.

- OSSTF/FEESO sent seven delegates to the Canadian Teachers' Federation Canadian Forum on Public Education in July 2023. Participants attended plenary sessions that included “Thinking through equity and diversity in education: teaching and learning with a de/anti-colonial gaze”, “Developing an emancipatory education system for all”, and “Valley of the Birdtail: An Indian Reserve, a White Town, and the Road to Reconciliation”.
- OSSTF/FEESO’s international solidarity program is in its seventh iteration. Following their international travel in July 2023, the team continues its work on Common Threads VII: Human Movement – Displaced Persons. More information on Common Threads can be found at the following link: <https://www.osstf.on.ca/resource-centre/curricular-materials-and-classroom-resources/common-threads.aspx>.
- On July 22, 2023, The Toronto Caribbean Festival’s Junior Carnival and Family Day was held in the Malvern area in Scarborough. Over 40,000 parents and youths took part in the family-friendly event celebrating Caribbean culture.

In addition to attending the carnival, OSSTF/FEESO provided swag, prizes and was one of the sponsors of the event.

- OSSTF/FEESO joined a call for support through the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) by the Association for Women’s Rights in Development (AWID) to sign on to a statement entitled “There Is No Place

for Anti-Trans Agendas in the UN.” The call for support came after concerns were raised about a report from the UN Special Rapporteur on violence against women and girls that appears to advocate for additional obstacles and conditions to legal gender recognition that undermine the rights protections of trans people.

- Account 2016 (Anti-Racism and Equity Training for Members) application and expense reimbursement process has been updated. Please refer to the 2023-2024 Financial Handbook (pg. 46) for an updated copy.
- A number of equity-related training was available to OSSTF/FEESO Bargaining Unit Presidents at the 2023 Presidents’ Symposium in August 2023. Available workshops included “Building Anti-Racist Unions”, “Creating Accessible and Inclusive Workplaces through Inclusive Design”, “Human Rights in Ontario”, and “Engaging and Organizing with Community”.

The Symposium also included keynote speakers [Fahd Alhatab](#) (Millennial Workplace Expert and Unicorn Leadership Coach) as well as [Andrew Stobo Sniderman and Douglas Sanderson](#), authors of the *Valley of the Birdtail: An Indian Reserve, a White Town, and the Road to Reconciliation*).

- The Addressing Anti-Black Racism/Racism and Human Rights Committee held their first meetings of the 2023-2024 year in Windsor, Ontario. The committees visited a number of historical Black Canadian sites that included the Amherstburg Freedom Museum, the John Freeman Walls Historic Site, and the Sandwich First Baptist Church. Members attended a workshop facilitated by [Irene Moore Davis, President of the Essex County Black Historical Research Society](#), on diversity, inclusion, and African Canadian studies.
- In November 2023, Egale will facilitate a free virtual workshop for OSSTF/FEESO Members. Egale is Canada’s leading organization for 2SLGBTQI people and issues. The workshop will be a fusion of the Introduction to 2SLGBTQI Inclusion: Building Inclusive Schools and Affirming Adults webinars.

Wednesday, November 29, 2023, from 6:00 p.m. to 8:00 p.m. (English Session)
Thursday, November 30, 2023, from 6:00 p.m. to 8:00 p.m. (French Session)

Registration will open in late-September.

- The Equity Mentorship Program (EMP) has entered year two of the two-year leadership program. Applications for the EMP mentee cohort will open in the spring (2024) for the 2024-2026 year. Application for mentors will be open in the fall (2024).
- The OSSTF/FEESO Mental Health workshop has been launched and is available to be booked for presentation in districts and bargaining units.

- The Bystander Intervention resource has been rewritten and a package will be shared at the Equity, Anti-Racism, and Anti-Oppression Officer Triennial Conference in October 2023.