

Equity Update since September 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.

- The Educational Services Department hosted the “Voices of Change”: Educational Services Committee Conference from October 27 to October 28, 2023.

This conference challenged participants to reflect and consider actions that elevate all voices to address evolving needs in education. A panel discussion including Aishah Salim, 2023 TDSB Grade 12 Graduate; Tina Lopes, Equity, Diversity, Anti-Oppression Organizational Change Maker; Troy Maracle, Indigenous Educator; and Brittney Vanderset, Educator and Former President of Ontario Teacher Candidates' Council, explored the theme of voices of change and how they each came to activism. Keynote speaker Dr. Vidya Shah, Assistant Professor at the Faculty of Education at York University, whose research explores anti-racist and decolonial approaches to leadership in education, spoke about the twelve common myths in the stories we tell about equity of access and outcomes in public education. Participants had the option of several workshops to attend including Unlearn, which challenged participants to think critically about bias, stereotypes, prejudice and discrimination, and *Supporting Trans and Gender-Diverse Students in Schools through Policy and Practice*.

- Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer Triennial Conference, “Leading with Purpose. Building on Strengths. Reimagining Systems”, October 13 to October 14, 2023.

At the inaugural Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer Triennial Conference, a resource document to support the work of the officers was released. The resource was developed by the following members: Carmella Goodridge, D16 – TBU, Erin Leonard, D14 – OTBU, Jessica Brunino, D13 – PSSP, Kim Tran, D19 – TBU, Sam Crosby, D26 – TBU, Sunaina Sharma, D20 – OTBU, and Wahid Khan, D16 – TBU and Provincial Office staff. In addition, Provincial staff from the Professional Services and Protective Services Divisions provided a variety of workshops to support bargaining unit and district officers in their work. These workshops included,

[Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officer Resource](#)

[Conference Videos](#)

- In October 2023, the OSSTF/FEESO “[Building Common Ground: Member Engagement from an Equity, Anti-Racism and Anti-Oppression Framework](#)” resource was re-released. The booklet was first presented at Leadership 2017 and revised in collaboration with the Addressing Anti-Black Racism/Racism Committee, Equity Advisory Work Group and the New Member Engagement Advisory Work Group in 2023, and can be found under the “[Equity Matters](#)” section of the provincial website.
- The Judicial Council Procedures Work Group (JCPWG), struck at the Annual Meeting of the Provincial Assembly (AMPA) 2023, held its inaugural meeting on October 30, 2023. While primarily tasked with reviewing the purpose of Judicial Council, part of the mandate of the work group is to review, through the lenses of equity, diversity, inclusion, and natural justice, the current Judicial Council related bylaws, procedures, and processes to assist Judicial Council to better fulfill its purpose. This work is ongoing, with the expectation for a report and potential recommendation at AMPA 2024.
- In November 2023, the Protective Services Division will launch a resource to help Members navigate processes for pursuing Human Rights complaints at the Protective Services Committee (PSC) Regionals.
- OSSTF/FEESO is a supporter of the LINC Committee, a committee working with the Licensed to Learn (L2L) Program, who launched a fundraising drive at Queen’s Park in January 2023 to support the installation of the [Honourable Lincoln MacCauley Alexander’s bust](#) in the halls of Queen’s Park. At the recommendation of OSSTF/FEESO’s Addressing Anti-Black Racism/Racism Committee, contributions to this project will go towards the artist fees and the bust installation.

This initiative is an essential step in working toward bringing awareness to the legacy of the Honourable Lincoln Alexander in the years to come.

- Harmony Movement Educator’s Anti-Racism Conference (In-Person and Virtual):
Cultivating Wellbeing and Building Community

The Harmony Movement will host two Anti-Racism Conferences this year. These events will help educators expand their understanding of how race and mental health intersect in the class and school setting. They will also provide tools for educators to embed in their spaces to create more positive mental health outcomes for racialized students.

Each event has unique content, so attend both for the most in-depth learning. Both events will be in English with French translation and a dedicated French workshop stream.

Event Details:

Virtual Conference

November 30, 2023 | 9:45 - 3:30 pm EST (optional post-event networking to 5 pm)

For full details and to register click [HERE](#).

In-person Conference

February 21, 2023 | 9:00 - 4:30 pm EST

Old Mill Inn, Toronto, ON

Registration will open in early November.

Members, Bargaining Units, and Districts can apply to [Account 2016 – Anti-Racism and Equity Training for Members](#) or [Account 2018 – Anti-Racism and Equity Training for Bargaining Units and Districts](#) to reimburse eligible expenses.

- unlearn.®, who presented at the OSSTF/FEESO 2023 Educational Services Committee Conference, has launched a series of workshops for education workers. unlearn.® uses an approach that explores the mechanisms that can interrupt bias, stereotypes and discrimination by challenging the societal norms that marginalize others. Facilitators take participants on an in-depth journey through “unlearning” by examining their unconscious biases, beliefs, and conditioning.

Please click [HERE](#) for more information.

- On Thursday, November 23, 2023, Western University will host the launch of the “Trans-Affirming Education in Schools: An Educator Toolkit”.

Time: 4 pm – 6 pm EST (in-person and virtual)

Registration: Click [HERE](#) to register or email edu-researchoffice@uwo.ca.

- 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 can be found in the [registered user](#) section under the upcoming column of the provincial website, which will require participants to login. Participants can go to the [Cvent login](#) to complete their registration. Deadline to register is November 24, 2023