

## Equity Update since February 2023

OSSTF/FEESO 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 2023, the OSSTF/FEESO Action Plan to Support Equity, Anti-Racism, and Anti-Oppression was endorsed at the 104<sup>th</sup> Annual Meeting of the Provincial Assembly (AMPA) 2023. Please visit the refreshed [Equity Matters](#) tab on the OSSTF/FEESO website to access the updated copy of the plan.
- In March 2023, the 2023 Student Achievement Award provincial winners were announced. The 2023 theme – I Am Everything They Say I Am Not, captured the students' imaginations and inspired some truly amazing work. Please visit the [OSSTF/FEESO website](#) to view the video.
- On April 4, 2023, OSSTF/FEESO participated in the [Equal Pay Coalition Press Conference](#) that was held at Queen's Park. Recognized globally, Equal Pay Day is a global event to end the gender pay gap and to call on government leaders to advance women's economic equality.
- In April 2023, introductory training was provided to Bargaining Unit Equity, Anti-Racism, and Anti-Oppression Officers via [Union Training Academy \(UTA\)](#).
- The Status of Women Committee (SWC) hosted their conference in Toronto from April 21, to April 22, 2023. The theme of this conference was for women in OSSTF/FEESO to come together to push back, stand strong, and march forward to fight for the rights of women and girls. This conference provided space for OSSTF/FEESO members to engage in conversations, workshops, and networking to discuss issues that are important to women living in Canada.
- The 2023 CTF/FCE Women's Symposium will be held from May 17 to 19 in Ottawa. The theme, "A Window on Our Worlds," will explore topics that impact the growth of women in their worlds and the world at large, such as leadership, career advancement, workplace equity and inclusion, work-life balance, challenges and opportunities, and much more. OSSTF/FEESO opened thirteen (13) registrations for Members of OSSTF/FEESO who identify as women.
- OSSTF/FEESO wrote a letter to the Minister of Education to strengthen the commitment to the way Ontario approaches the teaching and learning of Indigenous Peoples' culture, history, and role within Ontario by requiring secondary students to successfully complete a minimum of one mandatory First Nations, Métis, and Inuit course as a high school graduation requirement. This requirement would align with the [Truth and Reconciliation Commission's Call to Action #62](#), that culturally relevant resources be co-created with Indigenous People.
- OSSTF/FEESO organized a delegation to the [Canadian Labour Congress' \(CLC\) Convention from May 8 to 12, 2023](#). In addition to the 44 district delegates, allotted

based on full time equivalent (FTE), ten fully-funded members of First Nations, Métis, Inuit and equity-seeking groups, and/or young workers (30 years and under), were encouraged to self-identify and submit an expression of interest.

- Districts and Bargaining Units are encouraged to submit applications for Account #2016 (Anti-Racism and Equity Training for Members) and Account #2018 (Anti-Racism and Equity Training).
- OSSTF/FEESO Members, Districts, Bargaining Units, and provincial staff suggest some of the following training/resources that align with the above accounts:
  - [Elders and Traditional Peoples Gathering](#) – This event connects students, community members and Elders, and is hosted by the First Peoples House of Learning and the Chanie Wenjack School for Indigenous Studies at Trent University.
  - [eCornell](#) – Diversity, Equity, and Inclusion Certificate
  - [Equity Literacy Institute](#) – Learning to be a threat to inequity and a cultivator of equity in our spheres of influence.
    - Another Level: A Month-Long Conversation About Anti-Racism in Education with Cornelius Minor, Yolanda Sealey-Ruiz, Cheryl Matias, and Paul Gorski.
    - Equity Facilitators Training
  - Ontario Human Rights Tribunal – Training on how to best represent members who face discrimination in the workplace.
  - [The Ontario Alliance of Black School Educators \(ONABSE\) 8<sup>th</sup> Annual Provincial Conference \(April 2023\)](#) – The theme of the conference was Leadership, Literacy & Black Excellence Through an Afro/Africentric Lens.
  - [University of British Columbia](#) – Certificate in Equity, Diversity, and Inclusion.