November 20, 2026
PC#034/2026-2027

Equity Update since September 2026

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 2026 Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer (EARAOO) Triennial Conference

On October 23-24, 2026, OSSTF/FEESO held its second Triennial Equity, Anti-Racism, and Anti-Oppression Officer (EARAOO) Conference in Toronto. Under the theme “Stronger Together: Building Intersectional Power”, EARAOOs from across the province came together to learn, connect, share experiences, and develop practical approaches to advancing equity, anti-racism, and anti-oppression within their Bargaining Units, workplaces, and communities. The conference opened with a keynote address from Larry Rousseau, followed by an EARAOO panel discussion. Participants also took part in workshops focused on human rights and effective advocacy through a protective services lens, providing practical knowledge and tools that EARAOOs can bring back to their local work. Beyond the formal programming, the conference provided an important space for EARAOOs to exchange promising practices, build relationships with colleagues from across the province, and develop networks of support that can continue beyond the conference.

17th Trinational Conference in Defence of Public Education

From November 13-15, 2026, OSSTF/FEESO hosted the 17th Trinational Conference in Defence of Public Education in Toronto, bringing together education union and community representatives from Canada, Mexico, the United States and beyond. Co-organized with the BCTF and CSQ, the conference focused on defending public education, workers’ rights and international solidarity.

Workshops examined equity, democracy, artificial intelligence and challenges such as precarious employment, violence in schools, staffing shortages and workload. Delegates also participated in Ontario school visits to connect with students and education workers and learn about public education in Ontario, a community forum with Annie Kidder, and cultural and networking events that fostered learning, dialogue and cross-border collaboration.

Transgender Awareness Week November 13-19, 2026, and Transgender Day of Remembrance November 20

Transgender Awareness Week is an opportunity across Canada to celebrate transgender, non-binary, and gender-diverse communities, raise awareness, and recognize the ongoing work needed to advance inclusion, dignity, and equality. It is also a time to challenge discrimination, combat transphobia, and reaffirm the importance of creating safe and supportive spaces in our schools, workplaces, and communities.

On November 20, Transgender Day of Remembrance, we honour and remember transgender people whose lives have been lost to anti-transgender violence and hate. We stand in solidarity with trans communities and reaffirm our commitment to respect, visibility, safety, and the right of everyone to live authentically and free from discrimination.

Resources:

- **Egale Canada** – Research, education, advocacy, and resources to advance 2SLGBTQIA+ inclusion across Canada.
  https://egale.ca/
- **Trans PULSE Canada** – Canadian research exploring the health and well-being of trans and non-binary people.
  https://transpulsecanada.ca/
- **Rainbow Health Ontario** – Education, training, and resources to support the health and well-being of 2SLGBTQI communities.
  https://www.rainbowhealthontario.ca/

16 Days of Activism Against Gender-Based Violence

OSSTF/FEESO joins the Canadian Labour Congress (CLC) for the 2026 global 16 Days of Activism Against Gender-Based Violence. This year's campaign, *Prevent, Respond, Support: Unions Rise Up Against Gender-Based Violence*, focuses on addressing third-party violence and harassment (TPVH) in workplaces across Canada.

The campaign includes December 6, *Canada's National Day of Remembrance* and *Action on Violence Against Women*. On this day, we honour the 14 women murdered at École Polytechnique in 1989 and reaffirm our commitment to ending gender-based violence in all its forms.

The CLC's latest national workplace harassment and violence survey highlights the serious threat TPVH poses to worker safety, particularly for women and gender-diverse workers, Black and Indigenous workers, and workers with disabilities.

Through its three pillars, *Prevent, Respond and Support*, the campaign will highlight union efforts to make workplaces safer and press governments across Canada to work with unions and employers to urgently address TPVH.

Members are encouraged to learn more, share campaign resources, and help build safer workplaces and communities.

Honouring December 6: OSSTF/FEESO Commemorative Poster Available to Order

The Provincial Status of Women Committee invites Districts and Bargaining Units to order the *Remember Them: End Violence Against Women and Girls* poster in recognition of December 6, the National Day of Remembrance and Action on Violence Against Women. The poster, which honours the 14 women killed in the Montreal Massacre and all women affected by gender-based violence, was awarded First Place in Best Visual Communications: Single Issue Publication by the International Labor Communications Association (ILCA). Posters are available at no cost to Districts and Bargaining Units. Orders will be accepted until Monday, November 23, 2026.

Remember Them: End Violence Against Women and Girls Poster: Order Form

Women's Advocate Program

This year, the Women's Advocate Program has again expanded to allow Districts to train more advocates to provide support to all members who are living in situations where they are affected by intimate partner violence. The program does not just provide support to women, but to anyone who might either be victim, survivor, or perpetrator of intimate partner violence. The program has also updated all their resources and is in the final process of translating them and sending them out, for information, to Districts and Bargaining units.

Training was provided to Advocates in Regions 1, 2, and 5, this year between September to November. Next Federation year, training will be provided to those in Regions 3 and 4.

OSSTF/FEESO Equity Mentorship Program 2026–2028

OSSTF/FEESO is excited to launch the 2026–2028 Equity Mentorship Program (EMP) and welcome a new cohort of mentees selected for this two-year leadership development opportunity. We look forward to supporting these members as they build their skills, broaden their experiences, and explore new leadership opportunities within the Federation.

Building on the success of previous cohorts, this year's program introduces a renewed focus on member protection, bargaining readiness, and strengthening local leadership capacity. The program brings together members of equity-seeking and sovereignty-seeking groups with experienced mentors who will share their knowledge, provide guidance, and support

participants throughout their leadership journey. Over the next two years, mentees will take part in structured learning sessions, mentorship, and hands-on experiences focused on member representation, collective agreements, grievances, negotiations, health and safety, conflict resolution, and Federation governance. Participation in Union Training Academy sessions, the Summer Union Leadership Academy, and local Federation activities will further strengthen their knowledge, confidence, and connections.

We are excited about the experiences, perspectives, and ideas this new cohort will bring to the program and our Federation. The Equity Mentorship Program reflects our belief that strong unions are built by developing and supporting their members, creating meaningful opportunities for emerging leaders, broadening representation, strengthening our collective capacity, and investing in the future leadership of OSSTF/FEESO.

Equity and Anti-Racism Training Provincial Funding

Funding is 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 2026/2027 year. Download the funding applications using the links below.

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