

Equity Update since November 2021

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.

- OSSTF/FEESO's procurement policy has been amended by including a new section titled Diversity and Inclusion. The addition of this section was informed by research into equity-centered procurement policies and best practices to diversify suppliers. OSSTF/FEESO is committed to procuring suppliers who demonstrate a commitment to diversity through diversity policies and staff.
- The survey examining the barriers to navigating the OSSTF/FEESO Rules of Order closed on September 20, 2021. The proposed OSSTF/FEESO Rules of Order that will be used at AMPA 2022 will be presented to Provincial Council in February 2022.
- OSSTF/FEESO increased the allocation for Districts to select one additional delegate from sovereignty-seeking and equity-seeking groups that include Black, Indigenous, racialized, 2SLGBTQI+, and/or a person living with a disability for Lobby Day. Lobby Day will occur from January 27 – January 28, 2022.
- OSSTF/FEESO Union Training Academy 2021-2022 launched in January 2022. Virtual sessions are geared to members of district and bargaining unit executives. Training will be offered at different times of the year and will cover a number of topics. Please visit the [provincial website](#) for more information.
- The OSSTF/FEESO Voluntary Self-Identification Survey launched on December 13, 2021. All members are encouraged to complete the survey. Please click [HERE](#) to read the details on how you can participate.
- OSSTF/FEESO supports the University of Toronto Study: Exploring the Climate Justice Pedagogies of Educators of Colour. The study examines the “pedagogies and practices of Black, Indigenous, and People of Colour (BIPOC) educators and how they teach about climate justice in the communities that they serve.” The survey will be live until March 31, 2022. Please click [HERE](#) to participate.
- On December 7, 2021, the OSSTF/FEESO Provincial Status of Women, Human Rights Committee, and OSSTF/FEESO District 16 York Region presented, An Evening with Dr. Bettina Love for OSSTF/FEESO members. Dr. Bettina Love is an award-winning author and the Athletic Association Endowed Professor at the University of Georgia. Her writing, research, teaching, and educational advocacy work meet at the intersection of education reform, anti-racism, carceral studies, abolition, and Black joy.
- Account #2016 (Anti-Racism and Equity Training for Members) is available for members to reimburse expenses related to equity and/or anti-racism training. This funding is provided to individual members to cover the cost of the workshop registration or course fee and necessary materials. The total amount available to any member is a maximum of \$400.00 or 50% of the overall cost to participate on a first-come, first-served basis.

- Applications have been received and processed for Account #2018 (Anti-Racism and Equity Training). Districts and Bargaining Units are encouraged to continue to submit applications.
- Applications have been received and processed for Account #2085 (Advancing Human Rights Special District Programs). District and Bargaining Units are encouraged to continue to submit applications.
- OSSTF/FEESO committees and councils have completed their review of the OSSTF/FEESO Equity Statement. A motion will be brought to AMPA 2022 to adopt the proposed revisions to the OSSTF/FEESO Equity Statement.
- The Educational Services Committee will be hosting their spring conference in April 2022. The theme of the conference is, *Reflection to Action: Roles & Responsibilities as Anti-Oppression Education Workers*. Registration details to be announced shortly.