

## Equity Update since February 2024

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.

- Equal Pay Day in Ontario was recognized by the [Equal Pay Coalition \(EPC\)](#) on April 16, 2024. This date symbolizes the number of days women must work in order to make the same average wage as men. Although pay equity is the law in Ontario, women continue to earn almost 30% less than men on average. The coalition will be recognizing and highlighting different Equal Pay Day's for other groups of women through their social media accounts and website:

May 19<sup>th</sup> – Racialized Women

June 1<sup>st</sup> – Black and Indigenous Women

June 5<sup>th</sup> – Women with Disabilities

June 20<sup>th</sup> – Arab Women

For more information, please click [HERE](#).

- On April 10, 2024, OSSTF/FEESO was invited to participate in a press conference at Queen's Park that introduced Bill 173, *Intimate Partner Violence Epidemic Act (2024)*. Members of the OSSTF/FEESO Provincial Executive, staff, and the Status of Women Committee Chair joined Members of Provincial Parliament (MPP) Lisa Gretzky, Peggy Sattler, Kristyn Wong-Tam and Jill Andrews to show support.

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

- At AMPA 2024, a motion was passed to create a new OSSTF/FEESO standing committee, the 2SLGBTQIA+ Committee. The 2SLGBTQIA+ Committee will hold its first meeting in the 2024-2025 OSSTF/FEESO school year following the application process and appointment of members to the committee.
- Please click [HERE](#) for the updated version of the OSSTF/FEESO Action Plan to Support Equity, Anti-Racism and Anti-Oppression for the 2024-2025 year.
- The Protective Services Committee conference, *We Are Protective Services – Defending and Supporting Members*, was held from April 4 to April 5, 2024. Dr. Scot Wortley, Professor at the Centre of Criminology and Sociolegal Studies at the University of Toronto, was the keynote speaker for this event. Professor Wortley has led two major

investigations into possible racial bias within policing for both the Nova Scotia and Ontario Human Rights Commissions and contextualized the benefits of collecting race-based data as part of the Federation's data collection initiative to examine disparities in employer discipline.

- OSSTF/FEESO provided a sponsorship contribution to [Urban Alliance on Race Relations](#) for their 5<sup>th</sup> Annual Racial Justice Summit that was held on April 16, 2024 at the Toronto Metropolitan University Student Centre.

This summit is a gathering of passionate individuals dedicated to advancing racial justice through education, dialogue, and action. Members who sit on OSSTF/FEESO standing committees and advisory work groups were offered an opportunity to request one of the ten complimentary tickets that was offered to the Federation.

- OSSTF/FEESO's magazine, [Education Forum](#), regularly accepts proposals from members, researchers, and community groups for articles related to education, labour, and solidarity. We are accepting proposals for the Fall 2024 issue, loosely themed around "organizing and activism with the community". Proposals can be submitted to [Tracey.Germa@osstf.ca](mailto:Tracey.Germa@osstf.ca) for consideration.

Proposals will be accepted until Friday, May 17, 2024.

- In May 2024, OSSTF/FEESO will be sending a delegation, including one member from an OSSTF/FEESO standing committee, to the Coalition of Black Trade Unionists' (CBTU) 53<sup>rd</sup> International Convention. The theme for this year is, "Never Back, Always Forward: Hate Cannot Erase Us." The topics and speakers of the convention will address the victories that CBTU has experienced in 2023, and will also discuss the organizing needs for 2024 as a broader national and international labour movement. [Reverend Terry L. Melvin, President of CBTU](#), was a guest speaker at OSSTF/FEESO's 2024 Annual Meeting of the Provincial Assembly (AMPA) in March.
- The Pride Toronto Street Fair will occur from Friday, June 28, until Sunday, June 30, 2024. In May, a D/BU memo will be issued with the details of the annual OSSTF/FEESO Information Booth and Toronto Pride Parade. Please visit [Pride Toronto](#) for more information.
- OSSTF/FEESO members who are Internationally Educated Teachers (IETs), have been invited to participate in a multi-university study on recertification pathways for internationally educated teachers. Fair and effective pathways to Canadian certification for IETs are vital for ensuring the meaningful inclusion of newcomer teachers in Canada. For more information, please refer to D/BU #121/2023-2024. The survey is available in English only. To participate, click [HERE](#).

If you have any questions about the study, please contact Dr. Lilach Marom at [lilach.marom@sfu.ca](mailto:lilach.marom@sfu.ca).

- As a member of the Ontario Coalition for Better Child Care (OCBCC), OSSTF/FEESO attends all Annual General, Provincial Advisory Council and Board meetings of the Coalition. At the most recent meeting, the OCBCC provided a variety of updates including a status update on the Anti-Racism Working Group collaboration between the OCBCC and the Association of Early Childhood Educators Ontario (AECEO) where they reviewed the inclusive practices and policies that have been implemented since 2021 to support racialized educators and families.
- Provincial funding is still available through account [#2018 \(Anti-Racism and Equity Training\)](#). Account #2016 (Anti-Racism and Equity Training for Members) has been exhausted for the 2023-2024 school year. Equity, anti-racism, and anti-oppression training applications for the 2024-2025 school year will start to be accepted on July 1, 2024.