

Under Separate Cover  
PC#41A/2020-2021

# **ACTION PLAN**

## **TO SUPPORT EQUITY AND ANTI-OPPRESSION**

## OSSTF/FEESO Action Plan to Support Equity and Anti-Oppression

The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) is a strong, independent, socially active union that promotes and advances the cause of public education and the rights of students, educators and educational workers. While establishing working conditions for its members, OSSTF/FEESO also works to build strong public services, preserve academic freedom, prevent the privatization and commercialization of our educational institutions, ensure that students receive an education that is free of bias and discrimination and provide an equitable opportunity for all students to succeed in a strong, well-funded public education system.

As an organization that prides itself on being a defender of publicly-funded education, OSSTF/FEESO has worked to meet the challenges of addressing equity and social justice. Anti-oppression work is not easy. Like the society we live in, OSSTF/FEESO is not immune to having a troubled history when it comes to the marginalization of equity-seeking groups. We recognize that groups of members within OSSTF/FEESO are still experiencing structural and systemic discrimination such as anti-Indigenous racism, anti-Black racism, racism, homophobia, transphobia, ableism, and sexism in the present day.

Over the years, equity activists within the Federation have asked their union to take up the calls to action to focus on eliminating barriers to participation. This is evident in the OSSTF/FEESO Equity Statement, which sets out in the opening paragraph,

“OSSTF/FEESO is a democratic union that recognizes the importance of encouraging and supporting involvement by all members, while recognizing that some members have historically been marginalized. For the Federation to be at its best, all members must see themselves reflected in its goals, structures, and practices.”

Based on advice from members, often those who belong to marginalized groups, we have attempted to implement a number of initiatives and programs to address inequity within our union and beyond. Over the last decade, OSSTF/FEESO has:

- established the First Nations, Métis and Inuit Advisory Work Group, Equity Advisory Work Group, and Black Persons and Persons of Colour Advisory Work Group to advise the Provincial Executive
- provided caucus meeting spaces for equity-seeking groups at the Annual Meeting of the Provincial Assembly, Summer Leadership training, and at all conferences hosted by the Provincial Office
- surveyed members in 2011 and 2016 to determine the level of participation of equity-seeking members as well as barriers to participation
- implemented a process for voluntary self-identification to collect demographic data at Federation functions to inform future decisions regarding programs and practices
- supported professional development and training for members by creating workshops and resources on Truth and Reconciliation, combating anti-Black racism, allyship, history of Canadian Black lives, Canadian women's history, equity and anti-oppression, racial justice, challenging misogyny, addressing homophobia and transphobia, and challenging classism
- ensured equity training is available to local leaders, the Provincial Executive, and Provincial Office staff
- established an Equity Officer role and an in-house staff equity work group to coordinate equity initiatives
- implemented a pilot mentorship program for members of equity-seeking groups to increase access to leadership opportunities

- advocated and negotiated adequate funding for public education in order to meet the real needs of all students in Ontario including racialized students
- negotiated over \$84 million in funds over a two-year period to assist in addressing special education, unique learning needs, mental health initiatives, and promoting safe, healthy and caring schools
- established national and international solidarity and participation in events related to Indigenous/First Peoples, including the National Indigenous Education and Reconciliation Network, and the Indigenous Educators Network/Red de Educadores Indigenas as part of the Initiative for Democratic Education in the Americas (IDEA Network)
- engaged in networks and coalitions with many international organizations and unions advocating for equity and social justice issues in education, including the Tri-National Coalition for the Defense of Public Education (Canada, Mexico, United States), CoDev Canada (promotes social justice and global education in Latin America), Bangladesh Center for Workers' Solidarity, the South Africa Democratic Teachers' Union (SADTU), and Federación Colombiana de Trabajadores de la Educación (Colombia). In addition, we provided support and solidarity through our coalitions with the Ontario Federation of Labour, Canadian Labour Congress, Canadian Teachers' Federation, and Education International
- supported annual donations and advocacy to a number of organizations promoting equity and social justice, including but not limited to: Coalition of Black Trade Unionists, Common Frontiers, Migrant Rights Network, White Ribbon Campaign, Ontario Coalition for Better Child Care, EGALE, Workers Action Centre
- involved in recent advocacy, outreach, support and project work with a number of organizations promoting equity and social justice includes, but not limited to: United Nations High Commissioner for Refugees (UNHCR), Facing History and Ourselves, Feed Ontario, Ontario Association of Interval and Transition Houses Anishnawbe Health Network, Accessibility for Ontarians with Disabilities Act Alliance, Black Youth Helpline

Yet, despite our efforts to date, we have fallen short in ensuring equity of access among our own membership. Our organizational structures have produced unintended consequences, leaving some groups in the membership out of the decision-making process. Simply put, we must recognize that there are groups of members that have been marginalized by our own structures, policies, and procedures as a result of unconscious bias. Some groups are still less likely to hold formal Federation roles in many of the highest governing bodies of OSSTF/FEESO. Recognition may make us uncomfortable, and it should. While it is difficult to accept our collective shortcomings, the time has come to open the organization up to a thorough review and scrutiny at both the local and provincial levels. This work is hard, it takes time, and it must be done.

The responsibility of those in leadership positions to do better is charged to us by our own Equity Statement, which, in part, says:

“The marginalization of certain groups must be specifically recognized. For OSSTF/FEESO, these groups include, but are not necessarily limited to, women, people of colour, lesbian, gay, bisexual, transgender, queer, intersex, questioning, two spirit, First Nations, Métis, Inuit, people with disabilities, francophone, and those whose participation is impeded because of their creed, economic circumstances or family status.”

We must affirm that we will respond to the lived experiences of those who are marginalized. This is why we will need to purposely dedicate efforts and resources to identify barriers to participation as well as putting practices in place to eliminate them.

We have made and continue to make use of the internal expertise that exists in the Federation. As part of the process, the Provincial Executive has also sought the expertise of an external consultant to provide training on understanding how to challenge forms of oppression, and in particular, anti-Black racism. This expertise has helped us to create a set of principles that can guide us as we do this work. These guiding principles will help us to identify where change is needed (our goals) and how to implement those changes (our strategy).

Our commitment to this work is expressed in the following:

## VISION

OSSTF/FEESO commits to dismantling all forms of racism—including anti-Indigenous racism, anti-Black racism—all forms of discrimination, and all forms of oppression within the Federation and beyond.

## GUIDING PRINCIPLES

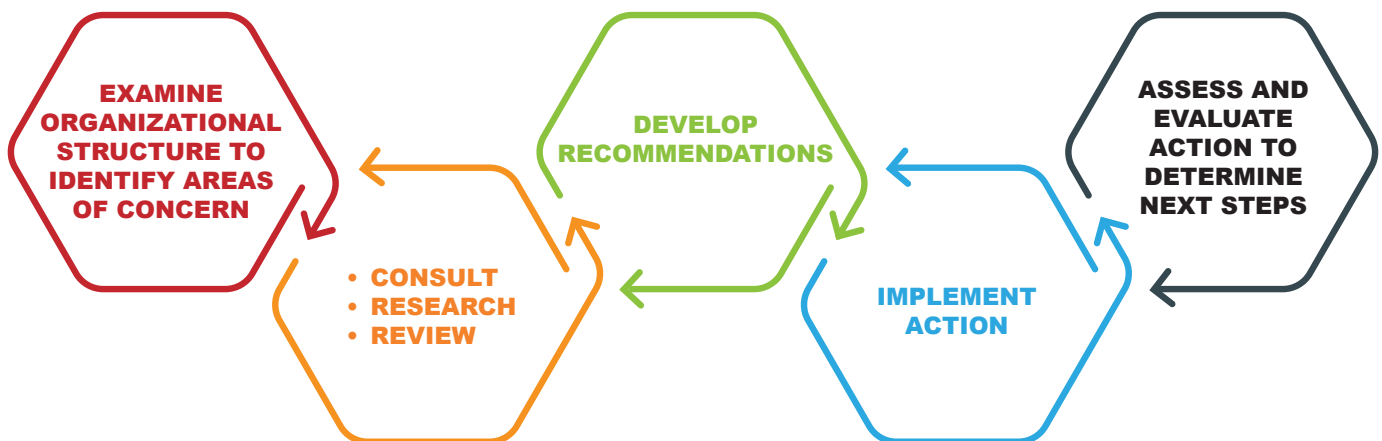
The Federation will keep the following guiding principles at the centre of the work we do to address our vision:

## GOALS

- address disproportionality and disparity in member engagement and participation
- increase opportunity for member voices from equity-seeking groups
- build capacity through leadership opportunities
- advance the cause of public education and the rights of students, educators and educational workers
- promote anti-oppression in the publicly-funded education sectors, the labour movement, and in the broader society

## STRATEGY\*

\*This strategy is not a set of linear steps. As we address our goals, we will find ourselves starting in different places and revisiting different steps as necessary.



Looking ahead, we will use these guiding principles to undertake an intense review of OSSTF/FEESO. To do this effectively, we must be prepared to seek input, particularly from those with lived experiences from marginalized groups, and to reflect on our structures, policies, and priorities on an ongoing basis. Regular review of our work and its efficacy in addressing systemic discrimination is paramount to getting this work on the right path. It is essential in our efforts to be responsible to the membership by assessing if we are sufficiently fulfilling our commitment to confronting and addressing oppression. Removing barriers to member participation is going to take courage for those in leadership positions to face our own biases and acknowledge the privileges that have benefited many of us.

Building on our ongoing commitment to dismantling racism—including anti-Indigenous racism, anti-Black racism—all forms of discrimination, and all forms of oppression within the Federation and beyond, OSSTF/FEESO has added expertise to advance this work.

In the fall of 2020, Provincial Council requested that the Provincial Executive create the Black Persons and Persons of Colour Advisory Work Group to advise Federation in the work on reducing barriers to member participation and fostering equity and inclusion within OSSTF/FEESO. The newly formed ten-member advisory work group met in early February.

As well, OSSTF/FEESO is in the process of hiring for a newly created position—the Equity, Diversity, Inclusion (EDI) Coordinator—an individual who is an expert in developing a culture of representation and value in equal opportunity. The EDI Coordinator would be knowledgeable in developing strategic plans and drafting policy to facilitate programs and practices to meet our goals of inclusion and representation. To that end, collaborations and partnerships across various groups and individuals, both internal and external, to drive positive change would be both necessary and crucial.

We have also expanded the number of staff assigned to the equity portfolio. We now have four secretariat members who have specific responsibility for equity initiatives. Notwithstanding these assignments, we recognize that the work of all Provincial Office staff must align with our vision and guiding principles.

With input from members of our provincial First Nations, Métis, Inuit Advisory Work Group, Equity Advisory Work Group, Black Persons and Persons of Colour Advisory Work Group, Human Rights Committee, and Status of Women Committee, we have placed a spotlight on the work needed to examine the union at all levels. In keeping with our guiding principles, we have identified a framework with initial areas of concern, and possible actions for each of the organization's structures (Appendix A). While this list of concerns is not exhaustive, it is a first step.

Recognizing structural and systemic discrimination within society and our organization provides us with both the opportunity and the responsibility to go beyond responding to incidents and dive into the deeper work of foundational change. Still, we cannot do this in isolation just as a Provincial Executive or just as Provincial Office. This change also needs to happen at the local level, together with the membership, and in particular with input from members belonging to equity-seeking groups. Along the way, even with the best intentions, we may disagree, we may falter and misstep in our approach and efforts in addressing all forms of discrimination. When that happens, we will also need to rely on criticism and feedback, and be willing to consider new ideas. Together, as an organization that represents 60,000 members and hundreds of different job classes in communities large and small, we will need to embrace the necessary work that is ahead of us.



<b>ORGANIZATIONAL</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<p><b>Training for members in OSSTF/FEESO leadership roles</b></p> <p><i>18 months</i></p>	<p><b>Equity and anti-oppression training</b></p> <p>Ensure a working equity knowledge for</p> <ul style="list-style-type: none"> <li>• members of provincial committees</li> <li>• committee chairs</li> <li>• members of work groups</li> <li>• members of provincial council</li> <li>• provincial council chairs</li> <li>• members of local leadership</li> </ul>	<p>Develop and ensure the delivery of annual training that is appropriate for each group</p> <p>Pursue training opportunities related to intersectional and equity-informed research practices</p> <p>Assess effectiveness of conferences, symposia, regionals</p>
<p><b>Individual and systemic discrimination</b></p> <p><i>24 months</i></p>	<p><b>Address individual and systemic discrimination at each level of Federation</b></p> <ul style="list-style-type: none"> <li>• Provincial</li> <li>• District</li> <li>• Bargaining Unit</li> <li>• workplace</li> </ul>	<p>Review reporting and investigation process and create a strategy to inform members of process</p> <p>Develop a strategy to provide equity and anti-oppression training to members</p>
<p><b>Committees/ councils/ work groups</b></p> <p><i>12–24 months</i></p>	<p><b>Process for application/ appointment</b></p> <p>Application &amp; appointment process</p> <p><b>Representation</b></p> <p>Equity-seeking members on committees/councils/work groups</p> <p>Provide opportunity and process for committees and work groups to connect in their common work in addressing oppression</p>	<p>Ensure equity, anti-oppression principles are part of decision-making</p> <p>Review application and process</p> <p>Ensure representation/applicants group reflects a diverse talent pool</p> <p>Encourage members to voluntarily self-identify</p> <p>Promote the importance of collecting demographic data</p> <p>Develop strategy to address gaps in participation</p> <p>Consult and make recommendations</p>
<p><b>Member awareness</b></p> <p><i>24 months</i></p>	<p><b>Raise the awareness of discrimination and systemic racism</b></p>	<p>Develop online resources, write articles in <i>Education Forum and Update</i></p>

ORGANIZATIONAL		
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION
<p><b>Equity Caucus meetings</b> 24 months</p>	<p><b>Purpose of equity caucus</b></p> <p><b>Format</b></p> <p><b>Process</b> Registration to events is completed by local administrative assistants at AMPA for some Districts</p>	<p>Change format to a closed meeting of a group of persons belonging to the same faction for discussion on policy</p> <p>Ask caucus groups to determine how they want to use the time and space</p> <p>Pay attention to the intersection of identities when scheduling caucus meetings</p> <p>Provide a formalized mechanism for feedback from these meetings</p> <p>Ensure we have individual registration—or a secure way to collect equity data via AMPA</p>
<p><b>Annual Meeting of the Provincial Assembly</b></p>	<p><b>Structures of convention</b></p> <p><b>Access to participation consistent and appropriate for all members</b> Examine the process of getting selected by the Bargaining Unit to be a delegate; add incentive for equity-seeking members as delegates</p> <p><b>Rules of Order</b> Members feel excluded when they do not understand these processes and the language in documents; training materials or explanations made available prior to AMPA; how would delegates know that Steering is there to assist, rather than simply “rule” on orderliness or motions</p> <p>Unintentional barriers to participation for members of equity-seeking groups</p>	<p>Examine and provide recommendations regarding OSSTF/FEESO Rules of Order and structures that create and prioritize agendas, sequencing, business and organizational components of meetings</p> <p>Ensure Agenda includes discussion of equity concerns, feedback, and initiatives</p> <p>Review and make recommendations</p> <p>Ensure that appropriate training and supports for members are available</p> <p>Ensure that appropriate and ongoing training on equity and anti-oppression is provided to staff, Speakers, and members of Steering</p> <p>Normalize the use of preferred pronouns in emails, meetings, and all forms of communication</p> <p>Review and make recommendations</p>



<b>ORGANIZATIONAL</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Summer Leadership Conference</b>  <i>6 months ongoing</i>	<b>Balance between mandatory and elective training</b>  <b>Provided all leaders with equity training</b>	Ensure that training in equity and anti-oppression is part of the annual conference  Ensure that all leaders participate in training on equity and anti-oppression (including, but not limited to, addressing unconscious bias)
<b>New Presidents' Training</b>  <i>in progress</i>	<b>Equity training for new presidents</b>	Ensure that training available to 1st year presidents with follow up training for 2nd year presidents
<b>Judicial Council</b>  <i>18 months</i>	<b>Appropriate equity and anti-oppression training for advocates to support parties</b>	Review and make recommendations
<b>Mediation Services Resource Bank</b>  <i>18 months</i>	<b>Appropriate equity and anti-oppression training for mediators to support parties</b>  <b>Consider how mediators are assigned to cases</b>	Review and make recommendations
<b>Equity Mentorship Program</b>  <i>6–12 months</i>	<b>Mentorship for equity-seeking members to pursue leadership opportunities</b>	Review and make recommendations
<b>Equity Officer</b>  <i>12 months</i>	<b>Effectiveness of the equity officer role</b>	Review and make recommendations  Expanded the number of staff assigned to the equity portfolio  NEW: Equity, Diversity, Inclusion (EDI) Coordinator
<b>Equity Statement</b>  <i>6 months</i>	<b>Effectiveness of the Equity Statement</b>	Review and make recommendations to determine: <ul style="list-style-type: none"> <li>• Is it actionable?</li> <li>• Does the statement reflect current needs?</li> <li>• Is there an awareness of the statement?</li> </ul>

<b>ORGANIZATIONAL</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Anti-harassment policy and procedure</b> <i>12 months</i>	<b>Effectiveness of the anti-harassment policy and procedure, and training</b>	Review and make recommendations
<b>Government tables</b> <i>ongoing</i>	<b>Equity initiatives</b>	Continue to advocate for equity initiatives aimed at ensuring diversity in the workforce  Clarity on our support for equity initiatives and our opposition to announcements that reinforce discrimination and oppression

<b>PROVINCIAL EXECUTIVE</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Structure of the Provincial Executive</b> <i>18 months</i>	<b>Representation</b> Representation of equity-seeking members on the Provincial Executive	Review and make recommendations
<b>Decision-making</b> <i>18 months</i>	<b>Equity informed leadership</b>	Ongoing research & establishment of baseline data
<b>PE professional development</b> <i>in progress</i>	<b>Equity training</b>	Ongoing regular equity training  Use internal resources, focus groups and task forces
<b>Coalitions, partnerships, donations</b> <i>12 months</i>	<b>Distribution of federation support</b>	Review criteria and make recommendations

PROVINCIAL COUNCIL		
TOPIC/ <b>TIMELINE</b> <i>*(under consideration)</i>	AREA OF CONCERN	ACTION
<p><b>Provincial Council meetings</b> <i>12 months</i></p>	<p><b>Meeting agenda</b> Ensure that the equity principles, as set out in the OSSTF/ FEESO Equity Statement, are implemented</p>	<p>Review processes and make recommendations</p> <p>Ensure that those attending Provincial Council are familiar with the practices</p>
<p><b>Provincial committees</b> <i>12 months</i></p>	<p><b>Nominations/appointments</b> Ensure those who are making recommendations for appointments have the appropriate information to make informed decisions on recommendations for appointments</p> <p><b>Terms of reference</b> Participation of different voices and lived experiences</p> <p>Support the needs of local committees and members in the area of equity, anti-oppression, human rights</p>	<p>Ensure equity, anti-oppression principles are part of decision-making</p> <p>Encourage members of equity-seeking groups to apply</p> <p>Collect demographic data on applicants through the voluntary self-identification process</p> <p>Set goals to increase representation on all committees/councils</p> <p>Update the Provincial Council Handbook to include ordered considerations, that prioritize equity, for nominations to committees/councils</p> <p>Update considerations in committee/council terms of reference pertaining to co-options</p> <p>Increase training and conferences on equity issues (i.e. Human Rights and Status of Women conferences)</p> <p>Ensure we expand who attends conferences</p> <p>Apply equity lens to all workshops and training that are provided</p>

<b>DISTRICTS AND BARGAINING UNITS</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Member engagement</b> <i>12–18 months</i>	<b>Nominations/appointments</b> Apply consistent and appropriate processes for local nominations and appointments  <b>Communication</b> Implement communication strategies that reach membership	Review and make recommendations  Review processes and make changes with assistance from Communications/Political Action department

<b>SENIOR STAFF</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Equity and anti-oppression training</b> <i>12 months</i>	<b>Ensure working knowledge of equity matters/issues/concerns</b> <ul style="list-style-type: none"> <li>• members of provincial executive</li> <li>• members of senior staff</li> <li>• Secretariat members</li> <li>• COPE staff</li> <li>• other contract or temporary labour</li> </ul>	Develop and ensure the delivery of annual training that is appropriate for each group on equity and anti-oppression  Pursue training opportunities related to intersectional and equity-informed research practices
<b>Hiring &amp; promotions</b> <i>18 months</i>	<b>Consistent and equitable hiring</b> Ensure policies and practices of OSSTF/FEESO appropriate to: <ul style="list-style-type: none"> <li>• the hiring of members of equity-seeking groups</li> <li>• the promotion of members of equity-seeking groups to positions of leadership</li> </ul>	Review and make recommendations as appropriate  Work with HR to develop strategies

<b>OPERATIONAL SERVICES—Human Resources</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Hiring &amp; promotions</b> <i>18 months</i>	<b>Ensure HR department staff have the equity knowledge to advise the organization on process</b>	Update the OSSTF/FEESO employment equity policy and ensure regulatory compliance Publicize the policy Conduct a census of the staff at 49 Mobile Drive Review and make recommendations as appropriate

<b>OPERATIONAL SERVICES—Member Services</b> accounting, database services, information technology, production, administration		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Website</b>	<b>Is the website compatible to assistive technology</b>	Work with IT and appropriate equity-seeking groups to develop recommendations
<b>Member protected area</b>	<b>Does this area meet the needs of members</b>	Work with IT and appropriate equity-seeking groups to develop recommendation
<b>Database/ Unionware</b>	<b>Does our access to information assist our processes and decision-making related to equity and privacy</b>	Work with IT and appropriate equity-seeking groups to develop recommendation

<b>PUBLIC POLICY ANALYST</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Research process</b>	<b>Conduct equity informed analysis</b>	Include equity and inclusion as an evaluation criteria for research partnerships Include equity-seeking focus groups in research design Include equity-related issues in analysis of emerging trends Use disaggregated data from surveys and similar product to allow for equity-informed analysis

<b>PROTECTIVE SERVICES—Member Protection</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Grievance and arbitration</b> <i>18 months</i>	<b>Workplace discrimination</b> Representing members who have experienced discrimination in the workplace	Review practices and make recommendations on ways to improve representation of those experiencing workplace discrimination
<b>Human Rights Tribunal</b> <i>18 months</i>	<b>Member support for Tribunal cases</b>	Investigate and bring recommendations to the Provincial Executive on ways to support members who wish to initiate Human Rights complaints
<b>Discipline</b> <i>18 months</i>	<b>Employer discipline of members</b> Patterns of discipline	Collect data on the percentages of disciplines and negative performance appraisals that are experienced by members from equity-seeking groups  Investigate and make recommendations for how best to affect change where needed
<b>Professional Colleges</b> <i>18 months</i>	<b>Impact of professional colleges</b>  <b>Supporting members with professional college discipline</b>	Investigate ways in which OSSTF/FEESO can engage with professional colleges regarding intake and qualifications requirements as they pertain to members from equity-seeking groups  Develop training that can be used for members who are disciplined by professional colleges  Review OSSTF/FEESO policies from equity and anti-oppression perspective and make recommendations accordingly
<b>Member training</b> <i>18 months</i>	<b>Supporting local leaders</b>	Develop a plan for regular, ongoing training for local leaders on strategies that assist in avoiding unintended bias

<b>PROTECTIVE SERVICES—Negotiations &amp; Contract Maintenance</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<p><b>Bargaining</b> <i>18 months</i></p>	<p><b>Bargaining</b></p>	<p>Disaggregate the data to ensure that we ask people to self-identify in the bargaining survey so that we can analyze</p> <p>Bargain joint equity committees in each unit where the union(s) and the employer can discuss these issues; and bargain any additional issues as required</p> <p>Access the Equity Officer as a resource for the central bargaining process</p>
<p><b>Contract maintenance</b> <i>18 months</i></p>	<p><b>Ensure diversity with processes for hiring &amp; promotions</b></p> <p><b>Address complaints from members of equity-seeking groups regarding lack of access to promotions</b></p>	<p>Provincial office staff to work with local leaders</p> <p>Develop a process for local leaders to consistently and fairly support complaints</p> <p>Assist Bargaining Unit executives to complete equity audit of the local Collective Agreement</p>
<p><b>School board associations</b> <i>18 months</i></p>	<p><b>Promote equity, anti-oppression, and diversity</b></p>	<p>Advocate for policies and practices that promote diversity</p>

PROFESSIONAL SERVICES—Communications/Political Action		
TOPIC/ TIMELINE <i>*(under consideration)</i>	AREA OF CONCERN	ACTION
<p><b>Communication</b> <i>in progress</i></p>	<p><b>Messaging: the Public</b></p> <p><b>Messaging: parent groups, community groups</b></p> <p><b>Messaging: Members</b></p> <p><b>Social Media</b></p>	<p>Continue outreach to ethnic media Translation of key messaging into different languages</p> <p>Greater awareness of diverse visual representation of our membership and students</p> <p>Consultation with Advisory Groups on appropriate messaging Amplify messaging of allied groups/equity organizations</p> <p>Increase ability for members to communicate with their union confidentially or anonymously</p> <p>Enhance members' ability to communicate with us (ie. Easier and more visible access to <i>Contact Us</i> function on provincial website)</p> <p>Identify barriers to communicating with Provincial Office and the organization</p> <p>Expand our use of closed captioning on our video creatives, and other events where possible</p>
<p><b>Publications</b> <i>in progress</i> <i>12 months</i></p>	<p><b>Education Forum &amp; Update</b> Appropriate representative voices as authors and topics</p> <p>Expanding outreach to equity-seeking members and groups</p>	<p>Diversification of content to ensure it is representative of the membership and engage a broader range of equity seeking members for writing/articles</p> <p>Feature resources that represent diverse membership/issues—reinforce anti-oppression work</p>
<p><b>Political action</b> <i>in progress</i> <i>12 months</i></p>	<p><b>Explore stronger outreach and links with specific community groups</b></p>	<p>Expand our network of allies and anti-oppression organizations</p> <p>Engage in greater political—discourse on issues of equity</p>



**PROFESSIONAL SERVICES—Communications/Political Action**

<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Government Relations</b>  <i>in progress</i> <i>12 months</i>	<b>Lobby efforts that support and include diverse communities and members</b>	Lobby Days and other lobbying activities to increase participation by equity-seeking groups  Review support of lobbying efforts related to equity and anti-oppression  Assess the support and encourage engagement with local labour councils

**PROFESSIONAL SERVICES—Educational Services**

<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>Professional development and training</b>  <i>in progress</i> <i>18 months</i>	<b>Member access to OSSTF/ FEESO professional development and training</b>	Offer regional professional development (PD) events on evenings or Saturdays  Continue with offering PD Institutes  Review existing workshops and resources with equity and anti-oppression lenses.  Work with Bargaining Units to eliminate barriers to participation  Consider creating a suite of equity workshops that allow the development of skills over time  Need to consider different audiences—members, leaders, staff  Consult with the Educational Services Committee about the feasibility of offering workshops as part of ESO Regionals events on the Saturday of regionals  Examine the possibility of offering a conference on equity and anti-oppression (similar to past conferences on math and technology)

<b>PROFESSIONAL SERVICES—Educational Services</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<p><b>Meetings</b> 12–18 months</p>	<p><b>Ensure that districts and Bargaining Unit meetings are conducted using anti-oppressive practices</b></p>	<p>Develop training for local leaders</p> <p>Revise workshops on running meetings</p> <p>Link to other provincial projects/groups</p> <p>Provide additional support to local leaders on chairing meetings:</p> <ul style="list-style-type: none"> <li>• how are different voices heard</li> <li>• which voices are missing from the table</li> </ul>
<p><b>Constitution</b> 18–24 months</p>	<p><b>Assist local leaders to review their constitution through equity and anti-oppression lenses</b></p> <p><b>Training for local leaders</b></p>	<p>Examine opportunities for diverse voices and representation; start with election/appointment language, executive language</p> <p>Review constitution workshops</p> <p>Work with the Parliamentary and Constitution Council and other appropriate provincial work groups</p>
<p><b>Faculties of Education</b> 12 months</p>	<p><b>Investigate ways in which OSSTF/FEESO can engage with faculties of education regarding intake and qualification requirements as they pertain to representation of members from equity-seeking groups</b></p>	<p>Lobby for access programs at faculty especially for students from equity-seeking groups (usually done through Ontario Teachers’ Federation)</p> <p>Lobby for inclusion of more/better equity and social justice in curriculum (usually done through OTF)</p> <p>Review faculty Boundaries workshop to include anti-oppression and anti-racism components</p> <p>Review how members are appointed to the Faculties of Education Work Group (FEWG) and what role they play with faculties and locals</p> <p>Examine what workshops we should make available to faculties</p>

<b>PROFESSIONAL SERVICES—Educational Services</b>		
<b>TOPIC/ TIMELINE</b> <i>*(under consideration)</i>	<b>AREA OF CONCERN</b>	<b>ACTION</b>
<b>ESC/ESO training</b> <i>in progress</i>	<b>Diversity of voices and expertise</b>	Ensure there is a variety of diverse voices and expertise when providing training  Provide resources and workshops at ESO Regionals and ESO Conferences
<b>Leaders training</b> <i>in progress 12 months</i>	<b>Leadership coaching program</b>	Ensure coaching support is available to presidents and local leaders so that they are able to recognize and combat systemic discrimination