



OSSTF Toronto

I would like to acknowledge that this meeting is taking place upon traditional territories. The territories include the Wendat, Anishinabek (Anish-na-bick) Nation, the Haudenosaunee (Ho-di-show-nee) Confederacy, and the Mississaugas of the Credit, in addition to the land or territory where you are participating from today. I would also recognize the enduring presence of Indigenous peoples on this land.

Black, Indigenous, Workers of Colour (BIWOC) Committee – October 29, 2020

1. Meeting to order – 4:30pm
2. Land Acknowledgment
3. Introductions
4. Executive Report
5. Review Terms of Reference
6. Election of Chair
7. Addressing systemic racism within the union: follow-up to recommendations from post-AMPA 2020 meeting
8. Determine Annual Goals
9. Community Connection
10. New Business
11. Adjournment – 6:30pm

This Committee provides a space where issues of concern to Black, Indigenous, and Workers of Colour can be raised and discussed. The Committee also determines an annual set of goals that reflect issues of concern to Black, Indigenous, and Workers of Colour and that advance OSSTF Toronto and public education. The Committee makes recommendations on how to better incorporate anti-racism and decolonization into our union and how to better address the concerns of Black, Indigenous, and Workers of Colour over the long-term and to report same to the District Executive as requested. (District Constitution, BIWOC Terms of Reference)

ROLES AND RESPONSIBILITIES OF COMMITTEE CHAIRS AND LIAISONS

Adapted from the Provincial OSSTF Manual for Committee Chairs

1. Chairing Meetings

a) Setting the Agenda

In advance of each meeting, discuss the agenda with the executive liaison. This should be done a week ahead of the meeting. Your executive liaison will ensure that the draft agenda is circulated in advance of the meeting to each member and any pertinent attachments that need to be read in advance. OSSTF TORONTO committees may have a standard format for their agenda which includes timed liaison reports and subcommittee meetings.

The Executive Liaison is responsible for maintaining a list including accurate email address, and phone numbers for each member. Most committee members have an email list serve that is a very effective tool for distributing meeting reminders, requests for input between meetings etc. Minutes of the meeting will be recorded by a member of the committee.

b) Formality of the Chairs Role

All OSSTF TORONTO meetings follow the Rules of Order found at the back of the OSSTF/ FEESO Constitution and bylaws. These rules, and Roberts Rules of Order, are based on **formal rules** for running a meeting, under which the Chair/ Presiding Officer normally does not participate in debate and does not vote on motions.

Each federation body should choose at the beginning of the federation year if they wish to run **informal meetings**. In informal rules the Chair may both participate in discussions and vote. Most OSSTF TORONTO Committees, Councils and Work Groups use these informal rules. You should ensure that the rules are explained and an official motion voted on at the outset of each federation year.

c) Conduct of the Meeting

Whether the meeting is formal or informal, the Chair is responsible for calling the meeting to order, announcing each item on the agenda, maintaining decorum, keeping a list for recognizing speakers and ensuring that all motions are properly put, debated and voted on.

2. Action Items Assigned to the Chair

Occasionally, items are actioned to the Chair. However, a committee Chair does not have the authority to write a letter on behalf of OSSTF TORONTO to an external agency or person, or act or speak on behalf of the District/BU. Only the District / BU Executive and President have such authority.

If the Committee or Work group wishes an action taken, it normally passes a motion recommending or requesting that the Executive carry out the action. The Executive Liaison to the body, who is responsible for reporting to the Executive any business arising from each meeting, will include the recommendation in their next such report to the District Executive.

3. Budget

The Budget/ Finance Committee requires each Executive Liaison to complete a Budget Request Form in early spring of each year for the budget of the next federation year. The Executive Liaison to the Committee will consult with the Chair when completing the Budget Request Form. The Executive Liaison will prepare and submit the final Budget Request Form.

Role of the Executive Liaison

The Executive Liaison to a Committee reports to each committee meeting on current issues and major activities of the Federation since the last meeting, takes part in Committee debates and decisions, and reports back on the actions of the Committee, including motions or concerns from the group. When a Committee motion is recommended to the District/ Bargaining Unit Executive, the Executive Liaison is not obligated to vote in favour of the Committee motion, but must forward it to the Executive for consideration.

OSSTF Toronto D12 (R)AMPA list of suggestions generated by delegates that identify as Black, Indigenous or as Person of Colour/ racialized

(generated June 11/20)

- Opening up virtual Spaces for meetings throughout the District and Province
 - Committee meetings, caucus, place to discuss issues that come up
- Apology for the events of AMPA 19
 - There was an apology at Provincial Council but the event happened at AMPA and that is where the apology should take place.
- Local and provincial infographic of the structure of the organization
 - Also a video would be helpful!
 - Produced a lot of infographics for the strike. We know it can be done. The structure of the organization is difficult to understand and a barrier for navigating the space. Make it easier.
- Leaders in OSSTF should have to take mandatory Equity training to be in leadership.
- **Anti-harassment officers that are Black and People of Colour**
 - **Don't feel safe going to speak to non-racialized anti-harassment officer.**
- Make sure that there is OSSTF equity PD opportunities at every OSSTF PD day.
 - People can't be forced to take the PD but it should be available.
- Educational Resources on Canadian Black and People of Colour that are shared with membership (Indigenous resources already exist – important to highlight often)
- Offer a course on equity or offer support to those that want to take a course. (They are showing more of a commitment than a workshop)
- District BIWOC do an annual workshop on how OSSTF functions
- When AMPA is set, is the agenda looked at from an equity lens?
 - Who can do this work? Equity Advisory Workgroup? First Nations Metis Inuit Advisory Workgroup? Equity Officer? All of the above?
- Strategic Action Plan should always have significant equity component with input from Equity Advisory Workgroup and First Nations Metis Inuit Advisory Workgroup.
- Monthly check in for the group as this kind of space is needed

TBU Executive August 27, 2020 Motion

BIRT the following be added to the Executive Manual:

All Members of the TTBU Executive will take anti-racist training on an ongoing basis to be undertaken after each bi-annual election cycle. CARRIED UNANIMOUSLY

District Executive June 2, 2020 Motion

BIRT OSSTF Toronto District 12 make a public statement of support that acknowledges the pervasive and destructive forces of anti-Black racism and white supremacy on our membership, the students our members work with and everyone else it touches. We recognize the importance of speaking out as well as acting. A donation of \$1,000.00 will be made to the following: Black Lives Matter Toronto, The Black Youth Hotline, and Black Health Alliance. In addition, we will establish and maintain on the OSSTF Toronto website, a curated list of anti-Black racism resources.

Resources related to anti-Black racism in Canada

Policing Black Lives – Robyn Maynard

The Skin We're In – Desmond Cole

Black Life – Rinaldo Walcott & Idill Abdillahi

Until We are Free – Edited by Rodney Diverlus, Sandy Hudson, Syrus Marcus Ware

Anti-racism Resources

Me and White Supremacy – Layla Saad

CARRIED UNANIMOUSLY

District Executive October 6, 2020 Motions

BIRT the OSSTF Toronto District Executive request the members of the Black, Indigenous and Workers of Colour Committee to offer a workshop on the structure and function of OSSTF

CARRIED

BIRT the OSSTF Toronto District Executive request the members of the Black, Indigenous and Workers of Colour Committee to offer a workshop on Rules of Order.

CARRIED

September 25, 2020 Provincial Council Motions

Resolution #101

Moved by Danica Izzard,

District 12 Seconded Leslie Wolfe, District 12

BE IT RESOLVED THAT Provincial Council requests the Provincial Executive to provide at AMPA 2021 an apology for the anti-Black racist events and how they were handled, that occurred on the floor of AMPA 2019 as he did at the first Provincial Council of 2019- 20 Federation year. CARRIED

Resolution #102

Moved by Danica Izzard,

District 12 Seconded Leslie Wolfe, District 12

BE IT RESOLVED THAT Provincial Council requests the Provincial Executive to ensure that, in addition to AMPA and Leadership, all future Provincial conferences and Meetings of Provincial Council provide Agenda time and meeting space for Equity Seeking Group caucuses.

CARRIED

Resolution #103

Moved by Danica Izzard,

District 12 Seconded Leslie Wolfe, District 12

BE IT RESOLVED THAT Provincial Council requests the Provincial Executive establish a Black Persons and Persons of Colour Advisory Workgroup of up to 10 Members from Black Communities and Communities of Persons of Colour, to advise the Provincial Executive on matters related to issues affecting Black Persons, and Persons of Colour, and to provide advice on any such matters as may be referred to it from time to time by the Provincial Executive.

Cost estimate \$20,000

CARRIED

Resolution #104

Moved by Danica Izzard,

District 12 Seconded by Leslie Wolfe,

District 12 BE IT RESOLVED THAT Provincial Council requests the Provincial Executive to ensure an annual report entitled “the promotion and achievement of Equity and Anti-Racism within OSSTF” is issued with updates on the actions thereunder on an annual basis.

CARRIED

Resolution #105

Moved by Danica Izzard, District 12

Seconded by Leslie Wolfe, District 12

BE IT RESOLVED THAT Provincial Council requests the Provincial Executive to ensure that OSSTF’s Annual Leadership Conference provides an opportunity each year for Anti-Racism Training and Equity Training.

CARRIED

Resolution #106

Moved by Danica Izzard,

District 12 Seconded by Leslie Wolfe,

District 12 BE IT RESOLVED THAT Provincial Council requests the Provincial Executive to ensure that OSSTF’s Annual New Bargaining Unit Presidents Workshop provides an opportunity each year for Anti-Racism Training and Equity Training.

CARRIED

Resolution #107

Moved by Danica Izzard,

District 12 Seconded by Leslie Wolfe,
District 12 BE IT RESOLVED THAT Provincial Council request the Provincial Executive to direct the Finance Committee work with the appropriate authorities to recommend a fund to provide Members with financial assistance on application to cover costs of Members who wish to increase their Anti-Racism and/or Equity expertise through courses or workshops in addition to those already taken as offered by OSSTF and/or CLC, with criteria to be determined in consultation with the Equity Advisory Work Group, and with such recommendation presented as a part of the recommended Budget for 2021-22 AMPA. CARRIED