

**OSSTF District 12
PRIDE Committee**

**April. 5, 2022, 4:30 to 5:30 PM
Via Zoom**

We would like to acknowledge that this building is situated upon traditional territories. The territories include the Wendat, Anishinabek (Anish-na-bick) Nation, the Haudenosaunee (Ho-di-ne-show-nee) Confederacy, the Mississaugas of the Credit, and the Metis Nation. I would also recognize the enduring presence of Indigenous peoples on this land.

Tentative Meeting Agenda

1. Approval of agenda
2. Approval of December minutes
3. Executive Liaison report
 -
4. Priority Planning (see previous notes)
5. Other business
6. Adjournment

Next meeting: *Tuesday April 5, 2022*

Meeting Notes

1. Agenda passed by consensus
1. Approval of December minutes - passed by consensus
2. Executive Liaison reported on:
 - Pink Shirt Day – February 23 and April 13
 - Dismantling Anti-Black Racism and Intersectional Oppression Officers Executive Manual approved
 - OSSTF/FESSO recognizes Black History Month 2022
 - Honouring justice activist [Faduma Mohamed](#) for her unwavering commitment to end anti-Black racism, Islamophobia, and racial inequity in all its forms.
 - [Event: Beyond Trending: Confronting Anti-Black Racism - Not an Occasional Act](#) (Thurs. Feb. 17th 6:30pm – 8:30pm)
 - Register to attend AMPA (Annual Meeting of the Provincial Assembly) as an Observer
 - Applications to Provincial Standing Committees due March 1
 - Central Bargaining survey open

3. Poster competition update
 - a. Process for vetting future Positive Space poster submission agreed upon (see below):

For judging:

- *Have student involvement/voice. Important that the process involve young ppl in consultation and decision making.*
- *Consider bringing to a GSA*
- *Have Queer people and Trans people involved.*
- *Consult with people of all of the communities that are referenced– if there is a reference to 2 spirit people, then consult with them about the representation in the poster.*
- *Not necessary to have open posting of received submissions*
- *Encourage members to bring to their GSAs for discussion before submission. Let us know if there is any concerns.*
- *Look at them before they are posted for obvious concerns.*

4. Review of Priority Planning (*deferred*)

- Social event to bring people together in the spring. Maybe at the beach or a park. Outdoors preferably so ppl feel safe (COVID concerns)
- A book exchange/swap? Folks could bring a book to share/swap. Have a table of books for ppl to take or give. Might help to facilitate conversation
- Also have jugs of lemonade, light snacks
- Consider a good location

5. Other business - nil



February 4, 2022
D/BU #148/2021-2022

Pink Shirt Day and Day of Pink

To: Presidents and All Members

From: Cathy Renfrew, Associate General Secretary – Professional Services

For Action

In 2007, a Grade 9 student in Nova Scotia faced homophobic taunts and threats of violence for wearing a pink shirt to school. As a sign of support, David Shepard and Travis Price bought and wore pink shirts to school. Other students at the school joined their movement to show support that sent a message to the school community that homophobia and bullying would not be tolerated.

Once again, OSSTF/FEESO members will join together to wear their commitment to kindness on Wednesday, February 23, 2022, and on the International Day of Pink on Wednesday, April 13, 2022.

Due to the existing COVID-19 in-person restrictions, OSSTF/FEESO is not offering our in-house pink shirts for sale this year. However, there are a variety of Canadian organizations selling pink t-shirts to recognize these two important days, including:

[Indigenous Pink Shirt](#)
#IndigenousPinkShirt

[The Pink T-Shirt Day Society](#)

District or Bargaining Unit purchases of these t-shirts are eligible to expense them under Provincial Account #2085 – Advancing Human Rights Special District Programs. Support the anti-bullying initiatives in 2022 by planning activities and learning opportunities using helpful OSSTF/FEESO-produced member resources including:

- [Still Not Laughing](#), a resource that challenges sexual and gender-based harassment in schools.
- [Shout Out Against Homophobia, Biphobia, Transphobia and Heterosexism](#)

Additional resources can be accessed at [OSSTF/FEESO Resource Centre](#), the [Pink Shirt Day](#) website and on the [Day of Pink](#) website.

If you have any questions concerning this D/BU, please contact Tracey Germa, Executive Assistant (Tracey.Germa@osstf.ca).

Dismantling Anti-Black Racism and Intersectional Oppression Officers Executive Manual

Good news! The Executive Manual was carried at the January 25th District Executive Committee meeting. Bargaining Units are beginning their process for the appointment/election of these Executive Officers. If you have questions or are interested, please connect with your Bargaining Unit Executive.

OSSTF/FESSO recognizes Black History Month

February is Black History Month in Canada and represents an important opportunity for OSSTF/FESSO leadership and individual Members to reflect on how we can continue to challenge and dismantle anti-Black racism in our schools, workplaces, and communities.

The national theme for Black History Month 2022 is "[February and Forever: Celebrating Black History today and every day](#)," a reminder of the need to honour Black History year-round, with this month serving as an important way to start a larger conversation and celebration of the many achievements and contributions of Black Canadians.

Black History Month is also an important time to acknowledge the different experiences of Black Canadians and learn more about those unique journeys and the impacts that Black Canadians have had on our society, ourselves, and our histories.

From reflection and acknowledgment, we must also move towards action. This year, OSSTF/FESSO will be engaged in several actions. We will be sharing important resources and information from our Federation and community organizations across our channels and social platforms throughout the month. We will also support the national labour movement's Black History Month actions.

The Canadian Labour of Congress' (CLC) theme is "Supporting Black workers and communities beyond Black history month, toward building an anti-racist labour movement and a more just and equitable society." The accompanying slogan will be: "Beyond Black History Month." **The CLC will also be sharing key resources all month long and hosting an online text rally on February 23, 2022 at 1:00 pm ET** where labour movement members will be texting Canadians across the country and urging them to combat systemic anti-Black racism and send a letter to their MPs. There will be simultaneous interpretation available. **OSSTF/FESSO Members can register for the event [here](#).**

Mobilizing for an End to Structural Anti-Black Racism across Ontario

The Coalition of Black Trade Unionists Canada (CBTU) and the Ontario Federation of Labour (OFL) are celebrating African Liberation and Black History Month by launching their fourth annual Legacies of Labour and Community Activism poster series.

Generations of justice activists like [Faduma Mohamed](#) are recognized for their unwavering commitment to end anti-Black racism, Islamophobia, and racial inequity in all its forms. Please [visit here](#) for more information.

You can find [anti-racism resource list here](#).

Beyond Trending: Confronting Anti-Black Racism - Not an Occasional Act

Thurs. Feb. 17th 6:30pm – 8:30pm (*see poster on last page*)

In celebration of Black History Month, join an engaging discussion on confronting anti-Black racism beyond occasional acts and trends. Hearing from Black leaders within the labour movement and our communities, you will have an opportunity to participate in the discussion and learn about how we can all continue to be effective activists.

Presented by Labour Community Services (Toronto York Region Labour Council) in collaboration with Toronto Community Benefits Network. To attend, RSVP www.labourcommunityservices.ca2022BHMevent.

Attending AMPA (Annual Meeting of the Provincial Assembly) as an Observer

The 2022 Annual Meeting of the Provincial Assembly (AMPA) is scheduled for Saturday, March 12 to Monday, March 14, 2022. The meeting will be held using a virtual platform. As per OSSTF/FEESO Bylaw 11.1.1.1 “Any Member of OSSTF/FEESO may attend a meeting of the Provincial Assembly.” Any Member not attending Remote AMPA as a Delegate or Alternate, but who is interested in attending as an observer, must pre-register by forwarding their request to the AMPA Coordinator at ampa@osstf.ca. **This request must be received by February 9, 2022.**

Please include the following in your request for observer credentials:

- Full name
- Membership number
- District
- Bargaining Unit
- Email address

Once credentials have been approved, Members can expect to receive two emails:

1. A confirmation email of their approved request
2. A second email detailing information for accessing Remote AMPA at least 24 hours before the meeting.

Please note, only those pre-registered as an observer will have access to the virtual meeting and will be required to enter the provided email address to gain entry into the virtual meeting.

Applications to Provincial Standing Committees

A reminder that the [application for Provincial Standing Committees and Councils for 2022-2023](#) is now available on the OSSTF/FEESO website. **Applications are due March 1.**

The below is a list of Provincial Standing Committees and Councils with vacancies:

- Benevolent Council (New District to be appointed)
- Human Rights Committee
- Comité des services en langue française
- Parliamentary and Constitution Council
- Communications and Political Action Committee
- Protective Services Committee ▪ Educational Services Committee
- Status of Women Committee
- Finance Committee

- Health and Safety/Workplace Safety and Insurance Act Committee

Currently, applications require the recommendation of a Provincial Councillor. I suggest asking them in advance to ensure the best recommendation possible. If you have questions about the application process or a recommendation, please get in touch with Danica.

Presented by  In collaboration with 

BEYOND TRENDING: CONFRONTING ANTI-BLACK RACISM - NOT AN OCCASIONAL ACT

EVENT DATE:
THURSDAY, FEBRUARY 17, 2022

TIME:
6:30 PM – 8:30 PM

 Andria Babbington President Toronto & York Region Labour Council	 Abdi Hagi Yusuf Chair of the Board Labour Community Services	 Ginelle Skerritt CEO York Region Children's Aid Society	
 Hugh Reynolds Principal Africentric Alternative School - TSDB	 Gary Pieters Commissioner Ontario Human Rights Commission	 Rosemarie Powell Executive Director Toronto Community Benefits Network	 Angela Robertson Executive Director Parkdale Queen West Community Health Centre

RSVP: WWW.LABOURCOMMUNITYSERVICES.CA/2022BHMEVENT

February 4, 2022
D/BU#150/2021-2022

2022 School Boards Collective Bargaining Act Provincial Bargaining Priorities Survey (Districts 1-33)

To: Presidents and All Members
From: Vaino Poysa, Associate General Secretary – Protective Services

For Action

As you are aware, collective agreements bargained under the School Boards Collective Bargaining Act will expire on August 31, 2022. In preparation for bargaining, members will soon receive a one-time link from Stratcom, giving them access to the bargaining priorities survey. This link will be sent to the personal email addresses members have provided to Provincial Office. This is an opportunity for members to provide their input on the importance of various collective agreement items. This feedback will provide OSSTF/FEESO with a comprehensive and accurate picture of the concerns and priorities of members as we prepare for the next round of negotiations. We strongly encourage members to participate.

New to the survey this year, is the opportunity for members to offer qualitative feedback on issues of equity that should be addressed at the bargaining table. This addition to the survey comes as a direct result of pre bargaining interviews that were held with equity and/or sovereignty-seeking members who are in positions of leadership at the local level.

Additionally, Stratcom will once again conduct focus groups with members who volunteer to be interviewed. There is limited space and Stratcom may not be able to accommodate all those who are interested. OSSTF/FEESO will send an email shortly, providing the link for members to register for this opportunity. Interviews will be conducted virtually and will take place following the analysis of the survey results in order to provide OSSTF/FEESO with a deeper understanding of members' priorities, including matters of equity. The members selected by Stratcom for participation in the focus groups will receive \$100.00 as remuneration for their time.

We hope you will take the time to participate in this process, your voice matters in the union.

Bargaining surveys will be open until **March 1, 2022** at 5 p.m.

Please contact Lisa MacMaster at lisa.macmaster@osstf.ca if you require further information about the information contained in this DBU. All account inquiries must go to the Membership Database Department at membership-database@osstf.ca.