



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.

I would like to acknowledge the indigenous Africans who were forcefully removed from their native land and dispersed across the new world. What we are confronted with today are the vestiges of the transatlantic slave trade. What Dr. Saidiya Hartman calls the “afterlife of slavery”. In entering a conversation about anti-Black racism, it is important to centre Black children and Black families and to examine the systems that act upon them.

Black, Indigenous, Workers of Colour (BIWOC) Committee – February 15, 2022

1. Meeting to order – 4:30pm
2. Land Acknowledgment
3. Introductions
4. Executive Report
 - Dismantling Anti-Black Racism and Intersectional Oppression Officers Bromley Armstrong [poster](#) and [bookmark](#) available.
 - Central Bargaining survey
 - Pink Shirt Day – February 23 and April 13
 - Info from February update:
 - OSSTF/FEESO recognizes Black History Month
 - 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
5. [University of Toronto Study](#): Exploring the Climate Justice Pedagogies of Educators of Colour (Jan. 12 – Mar. 31)
6. February 18th Professional Development Day update
7. [Black, Indigenous, Workers of Colour committee Awards 2022](#)
8. The Cookout: D12 BIWOC edition
 - BBQ in the park
9. Election of Chair

10. New Business

11. Adjournment – 6:30pm

Next meeting: Thursday March 31, 2022 (Selection of Award recipients)

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.

Black, Indigenous and Workers of Colour Committee meeting dates

Thurs. March 31 ** change of date – Selection of Award recipients
 Tues. May 17

Possible Annual Goals	Names	Dates
<p><i>Create of the duties of the Dismantling Anti-Black Racism and Intersectional Oppression Executives Manual</i></p> <p><i>BIRT the District Executive Committee refer to BIWOC the creation of the duties of the Dismantling Anti-Black Racism and Intersectional Oppression Executives Manual with final approval by the District Executive. The recommendations of the BIWOC committee will be completed by the January, 2022 meeting of the District Executive Committee.</i></p>	<p>Deborah Joy Solange Renee</p>	<p>Complete by Jan 2022</p> <p>COMPLETED</p>
<p>Professional Development</p> <ul style="list-style-type: none"> - Dialogue/panel with African-Canadian elders & FNMI elders and at the end come out with something tangible. 	<p>Amani Shafiq Paul</p>	<p>February 18th 2022 PD day</p>
<p>Land Acknowledgement</p>		<p>Defer for now</p>
<p>BIWOC name Indigenous, Black, and Racialized Voices (IBRV)</p>	<p>Richardo (connect with DI)</p>	<p>Possible change at DAGM 2022</p>
<p>Recognize outstanding members – BIWOC Award</p> <ul style="list-style-type: none"> - May 4th Awards Night - Applications due early due early Feb. - Reviewed and selection successful applications at Feb meeting 		<p>April 2022</p>
<p>Social event/event to engage Black, Indigenous and racialized members (movie night, games, something fun!) Try for in-person</p>	<p>Consider ideas for Dec mtg</p>	<p>Spring?</p>
<p>Collect data. Hear members experiences in schools and at employers, parents. What sorts of stories can we hear from members?</p>	<p>Possible mandate of new positions.</p>	<p>Defer to Sept 2021</p>



OSSTF Toronto

Black, Indigenous and Workers of Colour Committee (BIWOC) Award Criteria for 2021-2022

Nominations are open to any OSSTF Toronto Member who has:

- Advocated for issues of concern to Black, Indigenous, and Workers of Colour and/or Students of Colour resulting in the advancement of OSSTF Toronto and/or public education.
- Incorporated antiracism and decolonization into our union and/or education system to better address the concerns of Black, Indigenous, and Workers of Colour and Students of Colour over the long-term.

The selection of the successful applicant will be based on:

- the scope of the antiracism/ decolonization work
- the length of time involved in that activity
- the impact on the life of fellow members, the students or community

For clarity, it is acceptable to nominate a team for the award.

The deadline for nominations is: March 25, 2022



OSSTF Toronto

Black, Indigenous, and Workers of Colour Committee Awards (BIWOC)—Nomination Form

Submit completed nomination form to *Danica Izzard* at dizzard@osstftoronto.ca

The deadline for nominations is: March 25, 2022

Nominee's Name: _____
Nominee's School/Site: _____
Nominee's Bargaining Unit: _____
Nominator's Name: _____
Nominator's School/Worksite: _____
Nominator's email: _____

Nominations are open to any OSSTF Toronto Member who, in any or all of the following, has:

- advocated for issues of concern to Black, Indigenous, and Workers and/or Students of Colour resulting in the advancement of OSSTF Toronto and/ or public education.
- incorporated antiracism and decolonization practices into our union and/or education system to better address the concerns of Black, Indigenous, and Workers and/or students of Colour over the long-term.

The selection of the successful applicant will be based on:

- the scope of the antiracism/ decolonization work
- the length of time involved in that activity
- the impact on the life of fellow members, students or community

Possible ways the successful nominee can **demonstrate their commitment to equitable practices** include:

- Working collaboratively with students and other members to advance the teaching and learning environment in their schools and school communities for Black, Indigenous and Students of colour.
- Demonstrating enthusiasm and passion for incorporating antiracism and decolonization in their practice

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 Bobbington
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