

## Equity Update since September 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.

- November is Transgender Awareness Month, with November 20, 2024, marking the annual observance of Transgender Day of Remembrance. Egale Canada’s national report, [Still in Every Class in Every School](#), shows that 2SLGBTQIA+ students across Canada continue to face homophobia, biphobia, and transphobia at school. A high proportion of 2SLGBTQIA+ students also reported feeling unsafe at school. Please visit [Egale Canada’s website](#) at <https://egale.ca/> for a list of their workshops and resources.
- OSSTF/FEESO was proud to participate in the *International Lesbian, Gay, Bisexual, Trans, and Intersex Association* (ILGA) World Conference in South Africa. The theme of unity, embodied in the Swahili phrase “Kwa Umoja,” meaning “together” or “in unity,” was a powerful call for solidarity within movements in times of adversity. This theme was not just a slogan but a guiding principle that inspired and motivated global activists, policymakers, international human rights experts, government, trade unions, representatives, researchers, and journalists who gathered for the facilitated workshops and plenaries. It reminded us that our collective efforts are crucial in tackling pressing issues affecting 2SLGBTQIA+ people worldwide and paving the path toward equal rights for all.
- In October 2024, OSSTF/FEESO invited members to join *Harmony Movement* as they launched their *Words Matter Campaign*. The *Harmony Movement’s Words Matter Campaign* aims to reduce harmful and discriminatory language in schools by promoting a culture of respect and inclusivity. The campaign provides schools with tools and resources, including workshops, guides, and best practices, to equip educators, students, and communities with the skills to address and prevent the use of offensive language.

Please click the link below to sign up for the campaign and access resources throughout the school year.

Campaign Sign-Up: <https://harmony.ca/words-matter/>

Available Downloads: [Educators Equity Companion Guide](#) offers strategies and practical tips.

Upcoming Webinars:

December 3, 2024 - **Disability Inclusive Language and Interactions** (7:00 – 8:00 PM EST)

Join this session, facilitated by the [Rick Hansen Foundation](#), to learn best practices for inclusive interactions.

Registration Link: <https://harmony.ca/news/disability-language-and-interactions-webinar/>

Members can apply to Account #2890 to cover the registration cost.

- The Bargaining Unit Equity, Anti-Racism and Anti-Oppression Officer training for Regions 3 (London) and 5 (Kingston) will be held from December 13 to December 14, 2024. Bargaining Units are encouraged to email [Membership-Database@osstf.ca](mailto:Membership-Database@osstf.ca) with the name of the elected/appointed Bargaining Unit Equity, Anti-Racism and Anti- Oppression Officer so that they receive correspondence from the Provincial Office.
- In November 2024, OSSTF/FEESO Members and Provincial Staff attended the *Canadian Council on Rehabilitation and Work (CCRW)* - Disability Confidence webinar on workplace best practices for supporting apprentices with disabilities. The CCRW is a national not-for-profit organization that exists to promote and support meaningful and equitable employment of persons with disabilities. The webinar explored how to provide individualized support/advocacy for inclusive workplace practices through an intersectional lens while considering these overlapping topics: discrimination, accessible onboarding practices, disclosure, and a review of the CCRW's Disability Confidence Toolkit.

Please click on the link below to access the toolkit.

CCRW/CCRT Disability Confidence Toolkit Link: <https://toolkit.ccrw.org/>

December 6, recognized in Canada as the [National Day of Remembrance and Action on Violence Against Women](#), holds deep significance. It marks the anniversary of the tragic 1989 École Polytechnique massacre in Montreal, where 14 women were killed simply for being women. This day serves as a solemn reminder of the pervasive issue of gender-based violence and a call to action to work toward equality and safety for women. It's an opportunity to honour victims, support survivors, and inspire collective efforts to end violence and discrimination against women across Canada and beyond.