

2023 ANNUAL MEETING REPORT

Solidarity

keeps us
STRONG

Celebrating 25 years of ETFO



Elementary Teachers' Federation of Ontario Equity Statement

It is the goal of the Elementary Teachers' Federation of Ontario (ETFO) to work with others to create schools, communities, and a society free from all forms of individual and systemic discrimination. To further this goal, ETFO defines equity as fairness achieved through proactive measures, which results in equality, promotes diversity, and fosters respect and dignity for all.

ETFO's Equity Initiatives

ETFO is a union committed to social justice, equity, and inclusion. The Federation's commitment to these principles is reflected in the initiatives it has established as organizational priorities, such as: ETFO's multi-year strategy on anti-Black racism; two-spirit, lesbian, gay, bisexual, transgender, queer, and questioning education; and addressing First Nations, Métis, and Inuit issues. ETFO establishes its understanding of these issues within an anti-oppressive framework. The Federation ensures its work incorporates the voices and experiences of marginalized communities, addresses individual and systemic inequities, and supports ETFO members as they strive for equity and social justice in their professional and personal lives.

Definition of an Anti-Oppressive Framework

An anti-oppressive framework is the method and process in which we understand how systems of oppression such as colonialism, racism, sexism, homophobia, transphobia, classism, and ableism can result in individual discriminatory actions and structural/systemic inequalities for certain groups in society. Anti-oppressive practices and goals seek to recognize and dismantle such discriminatory actions and power imbalances. Anti-oppressive practices and this framework should seek to guide the Federation's work with an aim to identify strategies and solutions to deconstruct power and privilege in order to mitigate and address the systemic inequalities that often operate simultaneously and unconsciously at the individual, group, and institutional or union level.

This 2023 Report to the Annual Meeting can be read online at etfo.ca/annualreports.



Elementary Teachers' Federation of Ontario (ETFO)

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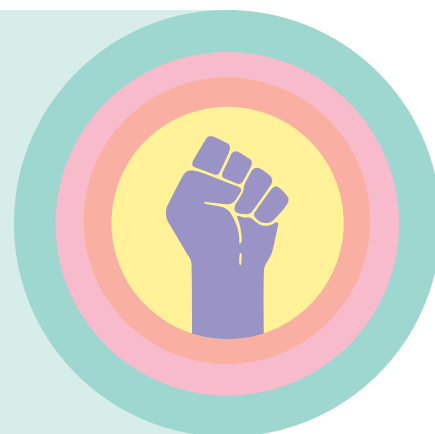


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The Elementary Teachers' Federation of Ontario

The Elementary Teachers' Federation of Ontario (ETFO) represents over 83,000 members who include public elementary school teachers, occasional teachers, designated early childhood educators, education support personnel, and professional support personnel.

These dedicated professionals work in approximately 2,400 schools across Ontario. They teach, support, and inspire hundreds of thousands of children ranging in age from four to 14 years.

Along with providing protective and professional services for these members, ETFO promotes the economic and labour rights of all workers, as well as equity and social justice within our education system and broader society.

ETFO Priorities for 2022–2023

Approved each year at ETFO's Annual Meeting, the following priorities guide the activities and initiatives undertaken by the Federation:

- To protect the local and provincial collective bargaining rights of all members.
- To defend publicly funded public education.
- To serve the needs of the membership.
- To provide for the professional development of members.
- To advocate for social justice in the areas of peace, anti-poverty, non-violence, equity, and anti-racism.
- To fight against anti-Black racism.
- To advocate for the economic and labour rights of all workers.
- To support international assistance and co-operation.
- To advocate for the care and protection of the environment and actively engage in climate action.
- To actively engage members in the Federation and labour movement.
- To advocate for and protect the health and safety of members, both physically and psychologically.
- To advocate for the elimination of violence in publicly funded schools.

2022-2023 Executive



Karen Brown
President
Elementary Teachers
of Toronto Local



David Mastin
First Vice-President
Durham
Teacher Local



Shirley Bell
Vice-President
Kawartha Pine Ridge
Teacher Local



Monica Rusnak
Vice-President
(Female)
Ontario North East
Teacher Local



Nathan Core
OTF Table Officer
Waterloo Region
Occasional
Teacher Local

EXECUTIVE MEMBERS



Gundi Barbour
Upper Grand
Teacher Local



Amy Chevis
Simcoe County
Occasional
Teacher Local
**To October 1, 2022*



Andrew Chittka
Bluewater Occasional
Teacher Local



Mary Fowler
Durham
Teacher Local



Juan-Yahya Gairey
Peel
Teacher Local



Shideh Houshmandi
Hamilton-Wentworth
Teacher Local



Carolyn Proulx-Wootton
Grand Erie
Teacher Local
**Commencing October 2022*



Mario Spagnuolo
Greater Essex County
Teacher Local



Julie Stanley
Bluewater
Teacher Local



Sylvia Van Campen
Upper Canada
Occasional
Teacher Local

ETFO ADMINISTRATIVE LEADERSHIP



Sharon O'Halloran
General Secretary



Lorna Larmour
Deputy General
Secretary



Lisa Mastrobuono
Deputy General
Secretary





PRESIDENT'S REPORT

Celebrating 25 Years of ETFO: Solidarity Keeps Us Strong

Twenty-five years ago this summer, the Elementary Teachers' Federation of Ontario (ETFO) held its first Annual Meeting. How time flies when you're building the strongest and most influential education union in Canada!

A lot has happened since the Federation of Women Teachers' Associations of Ontario and the Ontario Public School Teachers' Federation came together to form ETFO in 1998. We have so much to be proud of!

ETFO was formed during a turbulent time in Ontario politics. A year earlier, there were massive protests as the Mike Harris Progressive Conservative government forced Ontario's school boards to amalgamate, introduced a new curriculum and new report cards without proper support, and pursued ongoing teacher testing.

During the first 10 years, provincial Executives, led by Presidents Phyllis Benedict, Emily Noble, and David Clegg, with support from General Secretary Gene Lewis and staff, laid the foundation for a solid financial and organizational structure to respond to the needs of locals and members.

In the following 10 years, President Sam Hammond, alongside General Secretaries Victoria Réaume and Sharon O'Halloran and staff, built on that legacy and solidified ETFO's prominent position as a leader within public education and the labour movement.

As ETFO President, I have worked alongside my colleagues on the provincial Executive, General Secretary O'Halloran, and staff to forge a stronger Federation, with member rights, service, and protections as key areas of focus. And I am proud of what we have accomplished.

Collective Power

During my presidency, ETFO has stood up to the Ford government on numerous occasions, demanding what is right, just, and good for members, students, and workers. During the pandemic, ETFO advocated for the return to in-person learning and fought back against hybrid learning – and won.

When the Ford government introduced Bill 28 on October 31 to override CUPE members' rights, ETFO stood in solidarity to defend and protect workers from an outrageous attack on democracy. Faced with a united movement and the prospect of a general strike, Ford buckled and repealed the bill on November 14.

Our collective power inspired a historic moment in labour history, with ETFO playing a key role in mobilizing solidarity to push back against the Ford government's draconian legislation. Had ETFO and its allies not stood up in steadfast solidarity to defend our constitutional rights, the Ford government would have gotten away with it.

Another major victory for ETFO and other unions last year was our successful legal challenge against Bill 124. Introduced during contract negotiations in 2019, Bill 124 imposed a one per cent cap on wage increases for three years for public sector workers, including ETFO members. The Ontario Superior Court of Justice ruled that Bill 124 was unconstitutional and violated workers' collective bargaining rights. While the government is appealing the court's ruling, this is an important victory for workers, and another setback for the Ford government.

The strength, power, and unity of labour and community groups should never be underestimated. We will not be defeated when we stand united in our solidarity and our commitment to justice.



Honouring the Past

Since 1998, ETFO has defended workers' rights and, through both assertive collective bargaining and proactive political lobbying, won many improvements in working conditions. These include 200 minutes of preparation time in 2004 and the enshrining of teacher professional judgement in its 2015 Teacher/Occasional Teacher Central Agreement. ETFO's fierce advocacy also resulted in primary class size caps in the 2004 round, reductions in class size averages in grades 4 to 8 during the 2008 round, and a staffing model for the new Full-Day Kindergarten program that included designated early childhood educators in 2009. As a result, we welcomed DECEs as members in 2010.

ETFO fought for and protected its members' rights to meaningful collective bargaining when it successfully won a Charter challenge against Bill 115, which was imposed by the McGuinty government in 2012. This resulted in a significant remedy award for ETFO members.

More recently, ETFO negotiated job protection language for its education worker members, additional funding for special education and front-line support staff, and a cap on Kindergarten class size. Other milestones in ETFO's history are featured throughout this report.

OUR SCHOOLS OUR FUTURE



ETFO members have achieved so much in elementary schools over the past 25 years by standing together. Imagine what we could achieve for the future of public education if the government decided to work with us, rather than against us.

We entered this round of bargaining with the hope that, despite our differences with the Ford Conservative government, and despite the government's record of consistently underfunding public education, we could find a way to negotiate collective agreements that are fair to our members and also enhance supports for our students and our schools.

Unfortunately, what we saw from the Ford government this spring has been concerning. We are seeing misrepresentations from this government about how much it invests in schools. In April 2023, the government released its Grants for Student Needs (GSN) funding figures, claiming it had increased education funding significantly. However, according to the Canadian Centre for Policy Alternatives, the Ford government has actually cut per-student funding by more than \$1,200 since they were first elected in 2018, once inflation is taken into account.

Even before the GSN funding was released, we saw warning signs that collective bargaining with this government was heading in the wrong direction. In February 2023, for example, the Minister of Education ignored advice from ETFO, AEFO, OECTA, and OSSTF that the term of 2022 collective agreements should be negotiated at the bargaining table. Instead, the minister enacted a regulation that requires collective agreements to be four years in length. That was an early red flag, showing this government to be more comfortable imposing conditions and mandates than negotiating with us as true partners.

While negotiations have progressed well at ETFO's Education Worker Central Table, the same cannot be said for our Teacher/Occasional Teacher Central Table, where the Federation bargains for more than 95 per cent of our members. ETFO submitted proposals on a variety of issues (e.g., class size, health and safety, special education, Individual Education Plans, online learning, hybrid learning, benefits, violence in schools, fair hiring practices for occasional teachers). The Ontario Public School Boards' Association (OPSBA)/Crown bargaining team seem uninterested in engaging in substantive discussions on our proposals. In addition, OPSBA and the government submitted proposals that, if accepted, would result in collective agreement strips to sick leave, benefits, health and safety, and professional judgement language.

For every bargaining round, ETFO makes it a top priority to keep its members informed about what's happening at the tables. Between June 2022 and June 2023, ETFO sent more than two dozen email updates and several central bargaining bulletins to members to keep them apprised of bargaining events, and held member telephone town halls in early March. The Federation also held Steward Plus One meetings in May and June, and stewards were asked to hold school meetings prior to the end of the school year to let members know about the issues arising at the Teacher/Occasional Teacher Central Table.

ETFO is concerned that the OPSBA/government negotiation team is not prepared to negotiate fair salary and compensation increases. They are intent on removing teachers' rights to use their professional judgement and expertise to best meet student needs. They refuse to discuss fair hiring practices and are not interested in meaningfully addressing violence in schools, which we know is on a disturbing rise given the results of ETFO's All-Member Violence Survey this year.

In the days and weeks ahead, we will be calling on ETFO members to stand up and be counted. This fight is a fight for our professionalism, for our schools, and for the future of public education. Throughout our 25-year history, ETFO members have always stood together to defend public education and students, and we will stand together now.

Advancing Equity

ETFO has been working to advance public education, equity, and social justice for 25 years. Together, we have accomplished so much, but we have so much further to go.

With the re-election of the Ford government and its conservative agenda, ETFO must enhance its progressive advocacy efforts. Our challenge includes pushing for an equitable recovery and finding ways to move forward that centre the needs of Ontario's public schools.

Elevating and prioritizing the voices of those who have been most affected by the pandemic and by funding cuts from the Conservative government is central to this work. We know that the pandemic has disproportionately impacted Indigenous, Black, racialized, and low-income communities. These are the same communities Ford's post-pandemic economic plans ignore, and who suffer the most from the lack of supports in our public schools.

It is only by dismantling systemic barriers that marginalized groups will experience a just recovery. Our work to drive systemic change is for students and their families, and for the elementary educators in our union, to ensure that regardless of sexual orientation, race, ability, gender, language, or faith, they are supported and can learn or work in a safe, inclusive environment.

ETFO remains committed to continuing its work for equity and social justice. I am encouraged by this work, specifically the strategies to address anti-Black racism and the leadership programs we have in place to engage more diverse leaders in our union and profession.

We will continue to advocate not only for you, our members, but in solidarity with allies who are addressing anti-Black racism, Indigenous education, women's rights, homophobia and transphobia, antisemitism, anti-Asian racism, Islamophobia, human rights, and other forms of equity and justice. We know that our struggles are interconnected and that progressive movements must support and rely on one another to advance important social issues. We cannot allow equity to be sacrificed in the name of political ideology.

Our Solidarity Won't Be Defeated

On June 3, ETFO members took part in the Ontario Federation of Labour's Enough is Enough Day of Action. They mobilized in communities across Ontario to protect public services and push back against privatization. As they say, the workers, united, will never be defeated. Together, we will forge ahead in solidarity as we have since ETFO's inception.

For 25 years, we have fought to defend public education. We flooded Queen's Park in the largest rally since the Harris years. We walked picket lines to force the government to relent, and we built public support and had students and their families on our side because they knew we were standing up for an equitable, high-quality public education system.

While we might not have been successful on every objective we set over the years, ETFO has prevented deeper cuts to the public education system. And we have fiercely defended members' rights.

A union is only as strong as its members, and today, ETFO is 83,000 members strong. As we move forward, let us build on our unity and strength to continue to meet the challenges ahead.

Wishing you a wonderful 2023-2024!



Karen Brown, President



General Secretary's Report

I want to begin by thanking members for all you do in your classrooms and in public schools every day. Educators have worked so hard to support students through the pandemic and into recovery. Your efforts are recognized and appreciated.

With bargaining, public campaigns, government submissions, legal challenges and victories, the return to in-person programs at the provincial office, and all of the other work that ETFO does in service to its members, the 2022-2023 year was extremely busy.

It has been so wonderful to see members back at the provincial office this year for meetings and to participate in so many of the programs that ETFO has available for educators. If you have never done so, I encourage you to explore the programs and workshops available for members at etfo.ca. ETFO is your union, and our strength and solidarity come from our connections to one another.

Strength and Solidarity

The world is a different place than it was when ETFO was formed in 1998, and ETFO has changed with it, evolving to better serve locals and members.

ETFO's 25th anniversary is an opportunity to celebrate how far we have come as defenders of public education and members, and as advocates for equity and social justice. But it is also an opportunity to recognize how far we still need to go.



Continuing Our Fight for a World-Class Public Education System

The past three years, from the conclusion of central bargaining straight into the COVID-19 pandemic, have been incredibly challenging. ETFO members, local leaders, the ETFO Executive and staff have worked tirelessly to rise to the challenges that we were presented with. As we continue bargaining centrally and then locally, I know that our solidarity will give us energy and strength.

I am honoured to be part of such an incredible organization comprised of an amazing team of individuals who are committed to protecting public education and building a just society.

Bargaining Continues

As you know, ETFO has been in bargaining since our contracts expired at the end of August 2022. ETFO is bargaining for its members' working environments, which are students' learning environments.

Our 2022 bargaining goals reflect what ETFO members told us is needed to sustain and improve our world-class public education system now and into the future. We heard clearly that members are looking for increased health and safety protections, including those that address the rise in violence in schools, and supports for students who are vulnerable. We are also bargaining for improvements in workload and working conditions, and real compensation increases for all ETFO members – teachers, occasional teachers, DECEs, ESPs and PSPs – who work hard every day, and deserve salary and benefits that reflect that work. These bargaining priorities will help safeguard our public schools for this and future generations.

We will continue to keep you fully informed and engaged as we bargain with the government and the Council of Trustees' Associations (Ontario Catholic School Trustees' Association and Ontario Public School Boards' Association). We will do everything we can to ensure the government is focused on reaching collective agreements that respect educators and support public schools by negotiating in good faith and prioritizing the needs of public schools in Ontario.

Campaign Highlights

While we negotiate for our members at the bargaining table, we continue our lobbying efforts with a robust public campaign on the value and importance of a well-funded, well-resourced public education system.

In the fall/winter, ETFO used television, social, and digital media ads to present our overarching message about the incredibly important and impactful work of teachers and education workers. Member testimonials about the impact of education cuts in their schools; ads in bus shelters, on billboards, and in hockey arenas; direct mail to each Ontario household; and ads in languages other than English rounded out our campaign.

ETFO's spring campaign addressed issues arising out of bargaining, including the importance of professional judgement, the retention of certified teachers, and the dangers of privatization. The campaign also articulated the need for school-based supports and priority funding for special education, including those needed to address the rise of violence in schools that are based on significant unmet student needs.

All-Member Violence Survey

Between February and March, about 25,000 ETFO members participated in the 2023 All-Member Violence Survey, which highlighted increasing levels of violence, incident reporting, and lack of access to supports. An alarming number (77 per cent) of ETFO members said they have personally experienced violence or witnessed violence against another staff member.

Survey results were shared with local leaders and members, and a press conference was held on May 15 to raise public awareness. At the presser, President Brown, joined by an ETFO member and local president, called for action while highlighting that students who are struggling, and especially students with special education needs, have been chronically under-served by the government.

ETFO will use the results to continue to: advocate for improvements to working conditions related to health and safety; demand full funding of public education; raise public awareness; develop resources and programs; and call for additional front-line supports for students.



Beyond Bargaining

While our organizational priority this past year was bargaining, ETFO continued its important equity and social justice work, member support services, programs, and resource development.

On October 1, 2022, ETFO – in collaboration with Black community organizations and educational stakeholders – hosted Generation Black: You're Next! This public symposium brought together educators, academics, activists, and community members to address the urgency of recruiting Black teachers and the necessity of retaining Black educators to improve the representation of Black people in education.

The symposium and our work to address anti-Black racism are some of the ways we are advancing progressive conversations in Ontario. Ensuring important equity issues continue to be on the front burner is a commitment that ETFO makes to its members and to students.

The Next 25 Years

Educators are the heart of Ontario's public education system. I am so proud of the work that you do in your classrooms and communities to support students and their families, and of the work we do together as a union to protect our public institutions, to advance equity and social justice, and to stand united when the Ford government tries to undermine our democratic rights.

As we have demonstrated this year through our solidarity in supporting our CUPE colleagues and opposing Bill 28, and our victory against Bill 124, among other smaller victories and advancements, we are stronger when we work together.

As we focus on the present and the future, please be assured that not only are we working for the best interests of ETFO members, but we are also working to ensure that we continue to have one of the best public education systems in the world. You, our members, deserve this, as do students and their families.

In the years ahead, solidarity is key as we meet the challenges before us. I know we can rely on the commitment and collective efforts of leaders, members, and staff to build a more just society for all.

In solidarity,

Sharon O'Halloran, General Secretary

OUR SCHOOLS OUR FUTURE

STANDING UP FOR ETFO MEMBERS

2022 Bargaining: What's at Stake

ETFO's experience at the bargaining table over the past year tells us that we must remain vigilant in our fight to protect public education and ETFO members' hard-bargained and hard-earned collective agreement entitlements. ETFO will not stand by while the government and school board bargaining agencies propose strips or cuts. The Federation will fight their every attempt to undermine public education, and demand the funding and supports necessary to ensure ETFO members and students are safe, well, and successful.

ETFO members have faced challenges before and come out stronger. We will stand together and speak with one voice. Solidarity keeps us strong!

Preparing for Central Bargaining

Preparations for central and local bargaining began well before the start of negotiations. In fall 2021, ETFO worked with Strategic Communications (Stratcom) on a comprehensive survey to seek members' input into the Federation's bargaining goals for the 2022 round of negotiations. This input was used by the Collective Bargaining Standing Committee to develop bargaining goals, which were then reviewed by the ETFO Executive and approved by Representative Council. ETFO's 2022 Bargaining Goals are available at etfocb.ca.

Under the *School Boards Collective Bargaining Act*, the items that will be negotiated at ETFO central tables (i.e., the 'scope' of central bargaining), must be negotiated and agreed upon by ETFO, school board bargaining agencies, and the government. In alignment with ETFO's 2022 Bargaining Goals, two lists of items that would be presented by ETFO for discussion at its central tables were drafted – one list for the ETFO Teacher/Occasional Teacher (T/OT) Central Table and one list for the ETFO Education Worker (EW) Central Table. ETFO Bylaw 10.1.3.1 mandates that these lists be approved by local presidents before being used at ETFO central tables.

ETFO's Constitution mandates the creation of Central Bargaining Advisory Councils (CBACs) comprised of Representative Council delegates. The two CBACs, an education worker CBAC and a teacher/occasional teacher CBAC, were elected at the October 2022 Representative Council meeting.

Local Bargaining Preparations

For the 2022 round of bargaining, 88 collective agreements will be negotiated at the local level. Local bargaining takes place between ETFO locals/bargaining units and individual school boards. Local bargaining teams are assisted during their preparations and negotiations by ETFO provincial Collective Bargaining Services liaisons.

ETFO's 2022 Negotiation Procedures require all ETFO locals and bargaining units to develop a preliminary submission – a set of proposals that the local/ bargaining unit will present to the school board to negotiate. The preliminary submission must be reviewed and approved by members through a vote conducted by the local.

This year, many ETFO local collective bargaining committees and negotiation teams were busy reviewing local agreements to determine what improvements were necessary, developing preliminary submissions, conducting preliminary submission votes, and beginning negotiations with their school boards.

Notice to Bargain

On **June 3, 2022**, ETFO served notice to bargain on the government and the school board bargaining agencies that sit at ETFO's T/OT and EW Central Tables: the Ontario Public School Boards' Association (OPSBA) and the Ontario Catholic School Trustees' Association (OCSTA). There was a preliminary discussion regarding ground rules for bargaining in **July 2022**.



Determining the Teacher/ Occasional Teacher and Education Worker Central Lists

ETFO negotiates two central agreements at two separate central tables:

- The central agreement for ETFO's education worker members – designated early childhood educators, education support workers, and professional support workers – is negotiated at the Education Worker Central Table. ETFO bargains at the Education Worker Central Table with the Council of Trustees' Associations (CTA) and the government.

- The central agreement for ETFO's teacher/ occasional teacher members is negotiated at the Teacher/Occasional Teacher Central Table. ETFO bargains at the Teacher/Occasional Teacher Central Table with OPSBA and the government.

The first step in the bargaining process is to determine the items for the central lists for each table. These are the items that will be bargained provincially and will form the central terms, or "Part A" of all the local agreements. Under the *School Boards Collective Bargaining Act*, all items that are not on the central list are available for local bargaining.

At the EW Central Table, the parties were able to come to an agreement on both the central list and the non-exhaustive list for local bargaining by **September 2022**.

At the T/OT Table, the process was not as smooth. OPSBA and the government did not agree with ETFO that the issue of hiring practices should be negotiated between ETFO locals and individual school boards, rather than at the T/OT Central Table. This delayed bargaining at the T/OT Table.

T/OT Central Table: OLRB Application

Under Section 28 of the *School Boards Collective Bargaining Act*, where there is disagreement about what items should be included within the scope of central bargaining, the matter can be sent to the Ontario Labour Relations Board (OLRB) for a final and binding decision. ETFO filed an application with the OLRB in **September 2022**.

On **December 2, 2022**, OLRB Vice-Chair Jesse Kugler issued a decision that, unfortunately, determined hiring practices is a central issue for the 2022 round of bargaining.

ETFO resumed discussions with OPSBA and the Crown at the T/OT Central Table on **January 16, 2023**. During these discussions, final agreement was reached on the items to be included on the ETFO 2022 T/OT Central List.



At Central Bargaining Tables

At the Education Worker Central Table, talks with the government proceeded in a generally positive way and significant progress has been made.

At the Teacher/Occasional Teacher Central Table, talks have not progressed as smoothly. ETFO has submitted a number of bargaining proposals on a variety of issues (e.g., class size, health and safety, special education, individual education plans, online learning, hybrid learning, benefits, violence in schools, occasional teacher hiring). The OPSBA and Crown team seem uninterested in engaging in substantive discussions on ETFO's proposals. In addition, OPSBA and the government have submitted proposals at the T/OT Central Table that would, if accepted, result in strips to sick leave, benefits, health and safety, and professional judgement language in the T/OT Central Agreement.

Term of the Agreement

Section 41 of the *School Boards Collective Bargaining Act* provides a default term (length) for education sector collective agreements of three years. However, that section of the act also allows the minister of education to create a regulation that can lengthen or shorten the term of collective agreements for a specific round of bargaining.

In **July 2022**, the Ministry of Education asked education sector unions to provide feedback on the length of the term for collective agreements negotiated during the 2022 round of bargaining. In a joint response with the Association des enseignantes et des enseignants franco-ontariens, the Ontario English Catholic Teachers' Association, and the Ontario Secondary School Teachers' Federation, ETFO responded that the term of the agreement should be negotiated at the bargaining table, rather than changed by regulation.

Ignoring the feedback from teacher affiliates, on **February 24, 2023**, the minister of education chose to enact a regulation that sets the term of collective agreements at four years instead of three years. This means that the term of collective agreements currently being negotiated is from **September 1, 2022, to August 31, 2026**.

Our Schools. Our Future.

This round of bargaining represents a crucial fight for the future of public education against a government intent on defunding to increase private influence and control over in the system.

Teachers, occasional teachers, and education workers see the impacts of the government's cuts daily in their classrooms and in their communities. ETFO members will always fight for students and schools.

Solidarity Keeps Us Strong

ETFO's strength has always been in its solidarity. We have stood together to fight off attacks such as mandatory recertification, strips to our control over preparation time, and attacks on the Kindergarten model, to name only a few. ETFO members will continue to stand together – in schools, in communities, and wherever necessary – to protect and defend Ontario's schools.



Bill 124 and its Impact on Central Bargaining

In June 2019, the Ford Conservatives passed Bill 124, the *Protecting a Sustainable Public Sector for Future Generations Act, 2019*. Bill 124 prescribed a limit on compensation increases in the public sector to one per cent or less each year over a three-year "moderation period."

Bill 124 prescribed this compensation restriction for almost 800,000 public sector workers across the province. For the education sector – including ETFO’s 83,000 members – the impact of Bill 124 was immediately felt during the 2019 round of collective bargaining.

Bill 124 was proclaimed into force just as education sector collective agreements were set to expire on August 31, 2019 – a clear indication that the major targets of the bill were teachers and education workers. Because of Bill 124, ETFO was prohibited from bargaining at central bargaining tables for more than a one per cent wage increase in each year of our 2019-2022 Teacher/Occasional Teacher and Education Worker Central Agreements.

ETFO and Other Unions’ Response to Bill 124

Collective bargaining is challenging at the best of times. Negotiating with a government that believes it can change the rules of bargaining whenever it chooses can make it impossible to reach fair settlements. Yet that is exactly what the Ford Conservatives did in 2019 on the bargaining issue of compensation.

Given the extent to which Bill 124 interfered with ETFO members’ constitutionally protected right to free collective bargaining, in November 2019, ETFO joined with a broad coalition of public sector unions, including all education unions and the Ontario Federation of Labour, to launch a Charter challenge against Bill 124.

The Outcome of the Bill 124 Charter Challenge

The Charter challenge against Bill 124 was heard by Justice Markus Koehnen of the Ontario Superior Court of Justice in September 2022. To establish that ETFO members’ rights under the *Canadian Charter of Rights and Freedoms* had been violated, ETFO had to demonstrate that:

1. there had been a violation of the right to free and fair collective bargaining
2. the violation could not be “demonstrably justified in a free and democratic society”

The provincial government argued the need for legislation like Bill 124 by pointing to the provincial deficit.



On November 29, 2022, Justice Koehnen released his decision: Bill 124 was an unjustified violation of the Charter rights of public sector workers to free and fair collective bargaining.

In his decision, Justice Koehnen wrote, “Ontario has not ... explained why it was necessary to infringe on constitutional rights to impose wage constraint at the same time as it was providing tax cuts or licence plate sticker refunds that were more than 10 times larger than the savings obtained from wage restraint measures.”

Justice Koehnen ruled that the entirety of Bill 124 was void and of no effect, but he declined to comment on a redress (i.e., financial reimbursement) for loss of salary/wages as a result of Bill 124’s interference in the collective bargaining process.

Government Appeals Bill 124

On December 29, 2022, the Ontario government filed a motion to appeal Justice Koehnen’s decision. The expedited appeal before the Ontario Court of Appeal took place June 20 to 22, 2023. A decision had not been issued at the time of printing.

Once a decision is issued by the Ontario Court of Appeal, it is possible for the unsuccessful party to seek leave to appeal to the Supreme Court of Canada.



Impact on Current Round of Bargaining

Issues around wages and purchasing power are front of mind for many ETFO members, particularly in light of current inflationary pressures. Negotiating fair salary/wage increases in the 2022 round of collective bargaining is a key goal for ETFO.

Bill 124 prevented ETFO from negotiating fair salary/wage increases in the previous (2019) round of bargaining. This has a direct impact on the way salary/wage discussions are approached during the current (2022) round. To protect members' interests, ETFO must take the Bill 124 issue into consideration in tandem with current central table negotiations.



How is the Bill 124 decision different than the Bill 115 decision?

In the Bill 115 court decision, Justice Lederer retained jurisdiction on the issue of remedy. So, while he left the matter of remedy to ETFO and the government to negotiate, Justice Lederer made it clear in his decision that if the parties were unsuccessful in reaching agreement, he would issue a ruling on a Bill 115 remedy.

In contrast, Justice Koehnen declined to comment on a redress for Bill 124's violation of the collective bargaining process and did not retain jurisdiction to award a redress. This is significant for ETFO, as well as other education sector unions.

In some cases, public sector collective agreements that were affected by Bill 124 have a mechanism to proceed to binding interest arbitration. In binding interest arbitration, if the parties to a collective

agreement can't reach agreement on outstanding issues, they can present those outstanding issues to a neutral, third-party arbitrator. That arbitrator will review each party's position and make a final decision that will be binding on both parties.

Binding interest arbitration is common in the health care sector (e.g., nurses, paramedics, etc.) where union members do not have the legal right to strike, and employers cannot lock out employees or change the terms and conditions of collective agreements, to advance their bargaining goals. In sectors where the right to strike/lock out is restricted, binding interest arbitration is the method in the agreement or in legislation that can be accessed to resolve bargaining disputes.

When Bill 124 was struck down in November 2022, collective agreements that include binding interest arbitration language allowed unions to request that arbitrators revisit their previous decisions and reconsider what they would have awarded on compensation if Bill 124 had not been enacted in 2019. An example of this type of reconsideration occurred for the Ontario Nurses' Association.

In contrast, education sector workers have a legal right to strike. Education sector collective agreements do not include a mandatory process of binding interest arbitration. Binding interest arbitration can occur in the education sector, but only if all the parties (unions, employers) voluntarily agree to arbitration. Absent that voluntary agreement, binding arbitration is not an option for education worker unions to address the Bill 124 redress issue.

The fact that binding arbitration is not an option for ETFO, and that Justice Koehnen declined to specifically address the issue of financial reimbursement, coupled with the impending appeal of Bill 124, need to be factored into ETFO's decision-making for the current round of central bargaining.



ETFO Bargaining MILESTONES

ETFO negotiates **200 minutes of preparation time** in its teacher/occasional teacher collective agreements. Gains are also made around **occasional teacher workload and professional issues**.

2005

2005

For the first time in its history, the Federation takes province-wide, local-by-local strike votes to support the bargaining goals enshrined in ETFO's **Campaign 200**.

ETFO organizes and welcomes **10 DECE locals** into its membership.

2011

2009

ETFO's Close the Gap bargaining campaign looks to reduce funding and workload disparities between the elementary and secondary panels. ETFO negotiates **reductions to class size averages in grades 4 to 8 and increased preparation time of 240 minutes** in teacher/occasional teacher agreements.

ETFO negotiates a minimum threshold of **eight weeks' salary topped up to 100 per cent for eligible members taking pregnancy leave**, as well as **sick leave provisions for members in long-term occasional assignments**.

2013

2012

ETFO is the only education sector union to take full-scale strike action – **a one-day, rotating provincial strike in December 2012** – to protest the imposition of Bill 115, the *Putting Students First Act*.

ETFO's central agreement enshrines teachers' rights to use **professional judgement in assessment and evaluation of students**. It also ensures members in long-term occasional assignments can access benefits.

2015

2015

ETFO members undertake work-to-rule strike action to protest tabled strips to preparation time and sick leave. As part of the work-to-rule, **ETFO members strike EQAO testing**. This action causes the government, for the first time ever, to cancel EQAO testing for the year. Strips to prep time and sick leave are withdrawn by the government.

ETFO wins its Charter challenge with a court finding that **Bill 115 violated members' rights** to meaningful collective bargaining.

2016

2015

ETFO negotiates a reinstatement of the two per cent salary penalty incurred during Kathleen Wynne's term as education minister.

ETFO negotiates **investments in special education** and a Priorities Fund to hire more teachers for early years special education, Indigenous students, at-risk students, and English language learners.

2017

2017

ETFO negotiates a **cap on Kindergarten class size and a further reduction in class size averages for grades 4 through 8**.

ETFO negotiates **renewed investment** through the Support for Students Fund to hire additional teachers in special education and to support English language learners, Indigenous students, and mental health and well-being initiatives.

2020

2019

In the face of a government push to reduce funding for Kindergarten and class size in grades 4 to 8, ETFO launches bargaining slogans "**Cuts Hurt Kids**" and "**Class Size Matters**." Over 750,000 campaign slogan buttons are distributed to parents and community members across the province. The government backs off on elementary class size cuts and signs an agreement to maintain the Kindergarten teacher/DECE staffing model.

ETFO wins its Charter challenge with a court finding that **Bill 124 violated members' rights** to free and fair collective bargaining.

2022

2022

Justice Thomas Lederer releases a **decision on a remedy for Bill 115**. As a settlement, damages of \$103,100,000 are to be paid out by the government to eligible ETFO members.

2022

ETFO joins its labour allies to successfully pressure the Ford government to **repeal Bill 28**, which removed CUPE's bargaining rights and imposed a collective agreement, setting a dangerous precedent for meaningful collective bargaining in Ontario.

STANDING UP FOR PUBLIC EDUCATION

With campaigns developed by Communications and Political Action (CPA) Services staff, ETFO continued to stand up for public education and advocate for improvements to Ontario's world-class education system. ETFO's leadership through its public campaigns, media relations efforts, and social media engagement over the last year ensured public education remained top-of-mind as a critical public service that is worth preserving and protecting against the risk of creeping privatization.

ETFO will continue to challenge the Ford government's chronic underfunding of public education and push the provincial government to provide adequate investment that its members and students deserve. CPA staff will continue their efforts to engage and mobilize members and supporters, and make ETFO's positions clear to the government during collective bargaining and beyond. The priority is ensuring that ETFO members and students have safe, healthy, and well-funded public schools.

2023 Political Action Conference

ETFO's Political Action Conference was held on January 26 and 27 at the Hilton Toronto Airport Hotel with more than 100 participants in attendance. The conference included an opening panel on fighting back during this second Ford government majority. It was well-received by participants and set the tone for the discussions that followed during workshops and regional breakout groups. Participants focused on skills and strategies to mobilize members, and on best practices for building relationships with school board trustees and local members of provincial parliament. The opening panel was recorded and released on ETFO's *Elementary* podcast.



Ontario Municipal Elections

ETFO has a long history of participating in municipal and school board trustee elections. Through involvement with district labour councils, locals actively engaged in supporting and promoting specific municipal and school board trustee candidates.

During the 2022 municipal election, ETFO's support for locals included local incentive funding to support member mobilization in the lead-up to the municipal election and a cost-shared member release program that allowed members to directly support campaigns of progressive candidates.

Several locals accessed these provincial supports and made a significant impact during the 2022 municipal elections, with many endorsed candidates being elected.



Organizing

In April, ETFO hired a permanent organizer for the first time in its history. Development of a long-term organizing program to enhance member engagement in the union is underway. The plan will complement existing organizing efforts with a focus on building power by increasing communication with rank-and-file members about the value of their participation in their union.

BuildingBetterSchools.ca

Education supporters continued to send thousands of letters through BuildingBetterSchools.ca to the Minister of Education and local members of provincial parliament (MPP). Tools were used to facilitate letters to the editor, which were successfully published. Engagement through the website also included monthly education e-newsletters and timely



updates about developments in public education like the provincial budget. Staff began to recruit a text messaging team to send updates to engaged supporters about new actions they can take in support of public education.

Campaigns and Outreach

The 2022-2023 school year started with province-wide social media ads and digital display ads. "Learning Comes Alive" television ads ran on a variety of platforms between September 26 and October 30. The ad brings educators and students together and reminds people why it is so critical to have quality public schools. Real-time broadcast television ads ran from October 3 to 16 and October 24 to 30, with additional airtime during the holiday season. The ads ran province-wide and were translated and shared in Punjabi and Tamil.

A new run of social media ads began circulating across Ontario on November 15 and ran until December 20. By December 7, social media ads had received 3,661,408 impressions with 2,085,062 individuals reached and 1,323,531 engaged. Chinese-language ads on WeChat received 156,531 impressions. Out-of-home, social, and digital display ads were also across Ontario from January 9 to February 26.

Ontarians also received a direct mail flyer delivered to their homes from October 31 to November 13. The mailer outlined some of the key issues in public education and asked for support to fight back against Ford's cuts. Around that time, more than 10,000 emails were sent through BuildingBetterSchools.ca to MPPs regarding Bill 28 in the first days after it was introduced.

In January, ETFO released a series of member testimonials that addressed issues facing educators in the classroom and the needs of Ontario's students and public schools. These videos were released on social and digital channels across the province and feature teachers, an occasional teacher, a designated early childhood educator (DECE), and a parent of three children who attend public school. The testimonials addressed issues such as class size, special education, the importance of in-person learning, and the partnership between teachers and DECEs. The ads achieved 9,252,486 impressions and reached 1,663,860 Ontarians in the first run.

In April, ETFO launched a robust spring campaign, which included four more testimonials from educators and a parent. The campaign included print and digital billboards; two different radio ads; and podcast, cinema, digital advertising video, and social media ads. The testimonial videos were focused on the importance of professional judgement, mental health supports for students, and assessment, while other ads talked about the impact of cuts on public schools and corrected the record on the true shortfall in the government's investment plan.

Media Relations



Throughout the year, staff coordinated media interviews; drafted and issued media advisories, releases, and statements (including joint statements); supported released officers and local presidents with media requests; and responded to media inquiries related, but not limited, to:

- collective bargaining
- the government's Plan to Catch Up
- the province's plan to boost literacy and numeracy skills
- the provincial budget/education funding
- Bills 28, 98, 115, 124, and 307

- violence in schools
- ETFO's All-Member Violence Survey
- mental health
- ETFO's Generation Black: You're Next! symposium
- systemic racism in the education system
- virtual learning
- unqualified emergency workers
- Education Quality and Accountability Office assessment results
- days of recognition

To support media spokespeople at the local level, media training sessions were offered regionally to local presidents in November and January. Speaking notes and key message documents were also provided on a variety of issues throughout the year.

On September 12, ETFO participated in an Ontario Federation of Labour (OFL) press conference outside the Superior Court of Justice as court hearings regarding Bill 124 began. ETFO issued its own media release at the conclusion of the press conference, which complemented releases sent out by other participating unions, including the OFL, Ontario Nurses' Association, CUPE Ontario, SEIU Healthcare, OPSEU/SEFPO, and United Steelworkers.

On May 15, ETFO hosted a press conference to share the results of its All-Member Violence Survey, which was conducted in February and March. President Brown, alongside an ETFO member and local leader, addressed violence in schools, which is a growing and pervasive issue.

President Brown also participated in press conferences with labour partners:

- CUPE National press conference to address escalating Bill 28 fightback and the protection of workers' fundamental rights (Nov. 7)
- OFL press conference to address the Bill 124 victory (Nov. 30)

Videos

The approach to short videos released over the past year focused on communicating the importance of properly funded public education in Ontario. While the primary audience of this communication tool tended to be members, the secondary audience was parents – primarily women with elementary children – and those who are voters. Digital visuals in the videos also aimed to showcase the continuous and renewed

efforts educators have made to restore quality in-person learning in classrooms across the province.

With strong visuals, real-life settings, quality audio, and closed-captioning options for social media viewing, President Brown communicated with members in several short videos released on ETFO social channels and YouTube. The duration of videos ranged from 55 seconds to two minutes.

Videos featuring the President or a message from the President released this past year include:

- Annual Meeting speech – August 2022
- Welcome Back to School – September 2022
- ETFO 2022 Bargaining Goals – September 2022
- Happy Holidays animated message – December 2022
- There is Hope for Public Education – January 2023
- All-Member Violence Survey message – February 2023
- Celebrating Education Week – May 2023
- End of the School Year message – June 2023

All ETFO videos can be accessed on YouTube at youtube.com/user/ETFOprovincial.

Podcasts

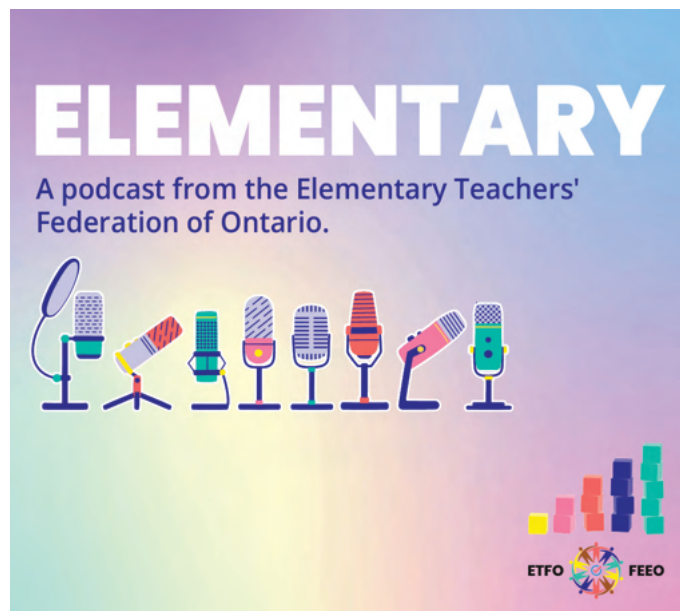
Since launching *Elementary: A Podcast from the Elementary Teachers' Federation of Ontario*, the podcast's popularity has grown steadily. *Elementary* is a podcast for teachers, education workers, and anyone who wants to know more about public education in Ontario. Episodes are produced in collaboration with ETFO's service areas, and present interviews and information in support of ETFO's bargaining goals and positions, providing resources for ETFO members and the public to talk about education issues.

The podcast is promoted with a regular feature in *ETFO Voice*, in ETFO's member e-newsletter, and on Twitter, Facebook, and Instagram. *Elementary* can be found on iTunes, Google, and most podcast apps.

Episodes published between September 2022 and May 2023 are:

- Environmentalism from Grades 2 to 12
- Representation Matters: The Positive Effect of Having Black Educators in Schools

- Privatization Creep: How Privatization Affects Public Schools in Ontario and Canada
- Classroom Resource on Who Are the Inuit: A Conversation with Qauyisaq Etitiq
- Fighting Back and Winning Under Ford 2.0: A Panel Discussion
- Black Excellence: A Panel from the Generation Black - You're Next! Symposium
- Talking About Workplace Violence
- Bargaining, Step-by-Step
- Jennifer Holness on Blackness, Beauty, and her Documentary *Subjects of Desire*
- How Does ETFO Select its Bargaining Goals?
- A Short History of the *School Boards Collective Bargaining Act* with Labour Lawyer Howard Goldblatt



Six new episodes of ETFO's *PRS Matters* podcast were produced in 2022-2023. This podcast presents information available in *PRS Matters Bulletins* in an interview format. The podcast is available at etfo.ca and episodes are linked to corresponding *PRS Matters Bulletins* in the Member Resources section of etfo.ca.

Membership Newsletters

For many years, the Federation has used a bi-weekly electronic newsletter to support communication with members. The newsletter, branded *ETFO News*, was distributed from mid-August to the end of June. During the month of July, only one newsletter was released to maintain contact with the membership.

While there was slight growth in email recipients and a dramatic decline in bounce rates from the previous year, maintaining an up-to-date membership contact list continues to be ongoing work that is supported by staff in Member Records and the Communications and Political Action Service Area.

Given the ongoing burnout, high workload, and screen fatigue experienced by educators, the newsletter experienced another decline in open rates this past year. On average, the bi-weekly open rate fell to around 62 per cent. The most significant decline was witnessed during the month of October, when the open rate fell under 50 per cent. Despite fewer members opening the union’s signature electronic communication tool, ETFO has continued to outperform other unions significantly and is well above the industry standard, which falls at 24 per cent for an average open rate.

In 2022-2023, the split between viewers on desktop and mobile trends changed, with an overwhelming 89 per cent of viewers shifting to a desktop and only 11 per cent of members viewing the newsletter on a mobile device. In comparison to 2021-2022, there was a two per cent decrease in mobile views. Most clicks to open a link in the newsletter were significantly higher; however, on a mobile device, the rate was 64 per cent versus 36 per cent when using a desktop.

If you know of a member who is currently not receiving the bi-weekly newsletter, please ask them to email communications@etfo.org.

Websites

ETFO’s public website and member-only website continue to be used by ETFO members to access the information they need. ETFO’s member-only website, members.etfo.ca, was released in August 2022. The site offers tailored content for individual members according to their role within the organization, with sections for collective bargaining updates, professional learning resources, *PRS Matters*, upcoming events, and more.

There were 238,000 user visits to ETFO’s public website, etfo.ca, between April 2022 and April 2023, and 187,000 user visits to ETFO’s member-only site over the same period.



Member Communication

Keeping ETFO’s membership database current and up to date is vital for strong and effective communication. Members can provide us with their personal, non-work email addresses and personal mobile or home phone numbers using ETFO’s [online form](#).

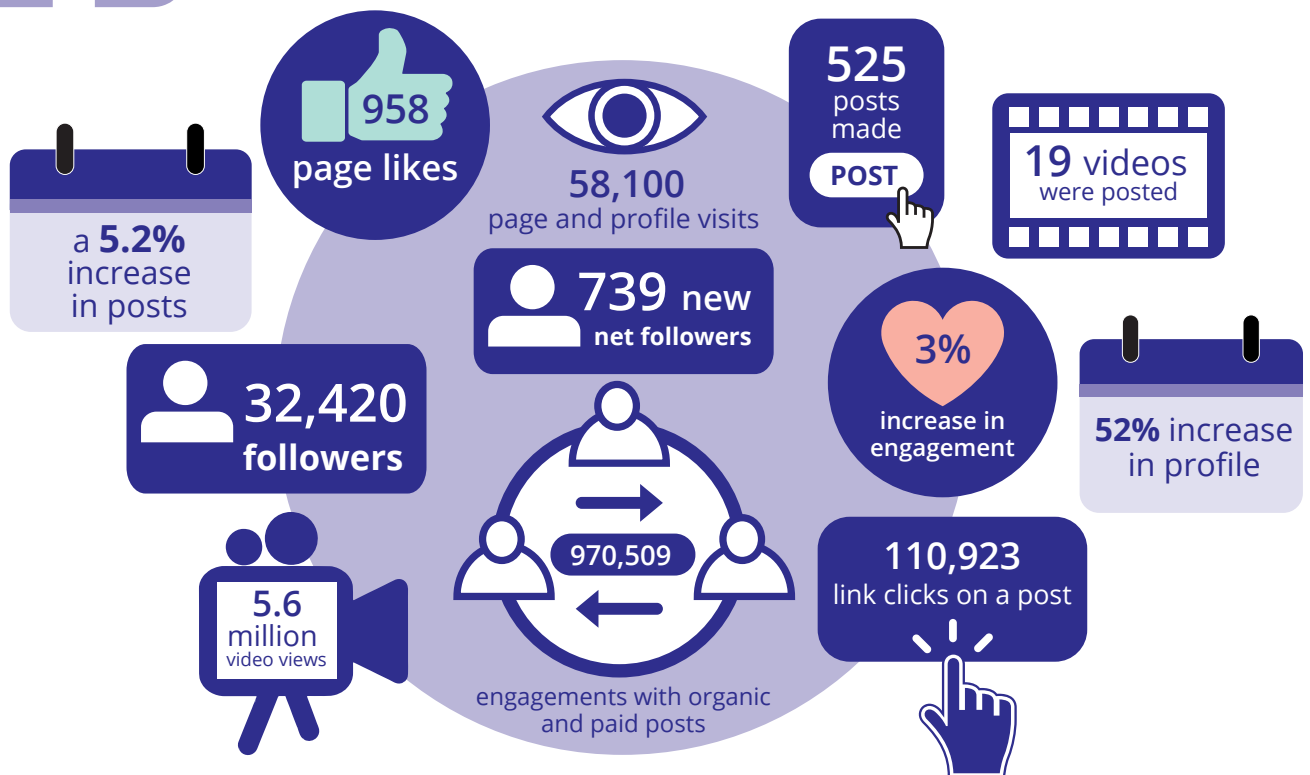




ETFO Provincial Office

*The following metrics represent digital gains earned from June 2022 to June 2023

On all three platforms, November witnessed the most significant engagement and audience growth due to the introduction of Bill 28 and the Ford government's use of the notwithstanding clause to interfere with CUPE education worker bargaining.



Measuring Up

Of the Ontario education affiliates, ETFO continues to dominate with more followers, fan growth, and audience engagement. With 30 more posts for the year, OECTA remained the closest contender, with 24,207 followers. ETFO's engagement was strong and exceeded other unions by more than 28,000 interactions compared to OSSTF, and 33,000 more than OECTA.

Top Post

July 26, 2022



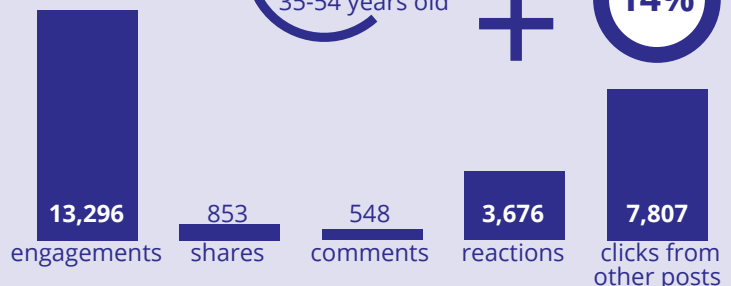
“post with a statement from President Karen Brown telling Minister Lecce to **stop fear-mongering about bargaining.**”

Audience

Total 519 daily engagements

64% of users are 35-54 years old

86% female
14% male





@ETFOeducators

The top cities following are Toronto, Hamilton, Ottawa, Mississauga, and Brampton.

Top Post

November 1, 2022

“A solidarity message with a shareable to support CUPE education workers and condemn the Ford government’s imposition of a concessionary contract”



305 POSTS

75 more this year



12,150,689 impressions

549 interactions with profile

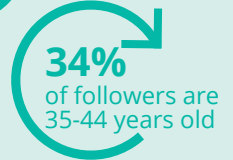
977 increase in followers



organic engagements

8,793 followers

Audience



1,099 engagements

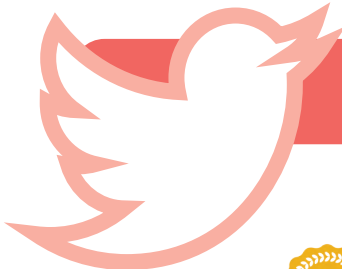
1,047 likes

11 comments

41 saves

Measuring Up

ETFO outpaces the education union affiliates with the number of posts, engagement, and audience levels. OECTA is the closest in audience scope, with 158 new audience followers compared to our 900+. With 297 posts, ETFO leads the way, with OSSTF coming in second at 244. The closest level of engagement to ETFO was OECTA, with 19,000+ compared to ETFO’s 22,000+.



@ETFOeducators

Top Post

May 30, 2023

“Across Canada and worldwide, what we are witnessing is an alarming trend of 2SLGBTQ+ hate, conservatism and bigotry disguised as concern for children. We must not allow human rights to be rolled back. Creating a safer, inclusive space and #onted school starts with you! #onpoli”



3% engagement to impressions rate



Net follower growth 2,854

6% increase in fan base



37 videos published



463 images published

Total engagement with posts increased to

225,580

53,182 followers

936 POSTS

18,425 likes

Post links were clicked 29,770 times

Audience

31% use web

69% use mobile

An average of 108 messages are received daily

54% of posts mentioning ETFO were positive

21,435 other post clicks

636 likes

25,000+ engagements with

2,946 comments

206 retweets

Measuring Up

On Twitter, ETFO has maintained its top-place status in audience levels, engagement, and posts, with a 53,000+ audience. The closest education union is OSSTF, which trails behind at 26,785, with 300 fewer posts, 4,500 fewer comments, and more than 3,500 fewer shares than ETFO for the year.

<p>1998 <i>Voice</i> first appears as a broadsheet. One year later, the magazine format is launched.</p>	<p>1998 ETFO's first website goes online. The fifth and current iteration is at etfo.ca.</p>
<p>ETFO joins Working Families to launch one of the most successful anti-Tory campaigns in history, including the TV ad, "Not Now Ernie."</p>	<p>Early 2000's ETFO holds its first Caucus Liaison breakfasts with the Liberal and NDP parties.</p>
<p>The first Women in Politics conference is held.</p>	<p>2003 ETFO holds the first of many Queen's Park MPP receptions.</p>
<p>ETFO launches its Building Better Schools education agenda, which is subsequently updated for provincial elections in 2014 and 2018.</p>	<p>2006 ETFO joins social media with Facebook and Twitter handles, and <i>Voice</i> goes online. ETFO joins Instagram in the spring of 2019.</p>
<p>ETFO launches an effective anti-Hudak campaign that includes lawn signs, household mailers in targeted ridings, and print and radio ads.</p>	<p>2007 To support its Charter challenge against Bill 115, ETFO runs province-wide billboards and full-page newspaper ads, entitled "Charter Rights are for Everyone."</p>
<p>ETFO launches its Community Organizing and Outreach Training Manual for Locals, ushering in subsequent workshops and advocacy work to engage members and the public in education issues.</p>	<p>2010 BuildingBetterSchools.ca, ETFO's public campaign website, is rebuilt to better support ETFO's member and public engagement initiatives.</p>
<p>ETFO holds its first full Queen's Park lobby day.</p>	<p>2013 Justice Thomas R. Lederer rules Bill 115, the <i>Putting Students First Act</i>, substantially interfered with collective bargaining contrary to s. 2(d) of the Charter.</p>
<p>ETFO takes legal action against the Conservative government's rollback of the 2015 Health and Physical Education curriculum and the creation of a "snitch line" as they jeopardized safety and inclusion. Members and allies protest at Queen's Park and develop ads to protest the rollback.</p>	<p>2016 ETFO releases its Shortchanging Ontario's Students: An Overview and Assessment of Education Funding in Ontario report, authored by economist Hugh Mackenzie.</p>
<p>ETFO responds to government consultation on class size with online ads encouraging parents and members to email members of provincial parliament (MPP) through Building Better Schools. Over 100,000 emails are sent.</p>	<p>2017 ETFO launches the #CutsHurtsKids hashtag on social platforms in conjunction with organizing the joint education affiliate rally attended by thousands at Queen's Park in April. ETFO's Facebook livestream of the rally is watched by over 20,400 viewers.</p>
	<p>2019 ETFO launches its #HandsOffFDK campaign in response to the government's signalling of possible changes to the Full-Day Kindergarten program and the team educator staffing model.</p>

ETFO MILESTONES... continued

ETFO sets up a **campaign web tool** allowing thousands of members to let the government and their MPP know they do not support rolling back protections under Regulation 274.

2019

2019 Federation launches “**Cuts Hurt Kids**” **digital, print, and radio ads**, as well as a social media response to the government’s cuts to education.

ETFO and other education affiliates hold a press conference at Queen’s Park to announce a **Charter challenge to Bill 124**.

2019

2020

Encouraged by ETFO, over 60,000 people send **letters to their MPPs** and the minister of education asking them to reverse education cuts and bargain a fair deal for educators. A further 18,000 letters are sent to trustees asking them to pressure the Ontario Public School Boards’ Association to bargain a fair deal.

ETFO pushes throughout the COVID-19 pandemic for the government to prioritize and invest in health and safety measures so students can return to in-person learning safely and sustainably.

2020

2020

In its media and social media messaging, submissions, and campaigns, ETFO **advocates strongly that virtual learning was only to be used as a temporary, emergency measure** during the pandemic.

ETFO runs a **campaign to mobilize members and community** allies to oppose the use of the hybrid learning model.

2021

Justice Thomas R. Lederer issues a **decision on the ETFO Bill 115 remedy**. The award of damages—\$103.1 million—is significant.

2022

2021

ETFO files separate **legal challenges against Bill 254, Protecting Ontario Elections Act, 2021, and Bill 307**, which overrode the court’s ruling in favour of ETFO against Bill 254. This legislation, for the first time in Ontario’s history, used the notwithstanding clause to override the Charter.

ETFO and other unions win a **major court victory** at the Ontario Superior Court of Justice. The court found that the Ontario government’s decision, under Bill 124, to impose a three-year wage freeze for ETFO members and other public service workers was unconstitutional and violated workers’ collective bargaining rights.

2022

2022

ETFO is a leading union in the broad labour support for a general strike in Ontario to **protest Bill 28**. This support proves key to the Ford government’s decision to back down and repeal the bill.

ETFO hires a **permanent organizer** for the first time in its history.

2023

2023

Court of Appeal for Ontario strikes down Bill 307 for infringing on the rights of Ontarians to meaningfully participate in the province’s political processes. Another ETFO legal victory.



GOVERNMENT RELATIONS

ETFO's lobbying and political action strategy is fully integrated with its public campaigns. Facing a Ford majority government emboldened by its re-election in June 2022, ETFO's lobbying and political action initiatives have focused on advocating for adequate investment in public education as Ontario continues its post-pandemic recovery. ETFO has also worked alongside education affiliates and other unions to oppose regressive legislation that has threatened workers' rights, resulting in important legislative and legal victories for workers.

Provincial Budget 2022

On August 9, Minister of Finance Peter Bethlenfalvy introduced a revised version of the 2022 budget that was tabled – but not adopted – prior to the provincial election. There were few changes from the previous version of the budget. The deficit for 2021-2022 was reduced from \$19.9 billion to \$18.8 billion due to higher-than-expected revenue.

The revised 2022 budget included \$225 million in direct payments to parents for pandemic-related education costs, to be disbursed over two years.

A five per cent increase to the Ontario Disability Support Program rates was also included in this budget, as well as an expansion to the eligibility for the low-income individuals and families tax credit. There were no changes to education funding.

New NDP Education Critic

On September 22, Member of Provincial Parliament (MPP) Marit Stiles launched her campaign for NDP leadership. As a result, she stepped down as education critic and was replaced by MPP Chandra Pasma.

On November 3, President Brown, General Secretary Sharon O'Halloran, and CPA staff represented ETFO in an introductory meeting with MPP Pasma. During the meeting, President Brown outlined ETFO's current priorities, highlighted ETFO's ongoing equity work, and shared some of the resources recently created by ETFO.

Since her appointment as education critic, ETFO has worked closely with MPP Pasma on public education issues, including collaboration on a private members' bill dealing with air quality standards for schools and child care centres.

Bill 28, *Keeping Students in Class Act*, 2022

On October 31, the Ford government tabled Bill 28, *Keeping Students in Class Act*. The legislation imposed a contract on approximately 55,000 education workers represented by the Canadian Union of Public Employees (CUPE) and included a clause invoking subsection 33 (1) of the *Canadian Charter of Rights and Freedoms* – commonly known as the notwithstanding clause – to shield the legislation from a legal challenge. The government fast-tracked the adoption of this bill and it received royal assent on November 3.

By overriding Section 2(b) of the Charter, Bill 28 denied CUPE members their constitutional rights to free collective bargaining and the right to strike. The overreach of the Ford government in overriding the Charter rights of workers sparked unprecedented opposition from workers, unions, and the public.

ETFO, alongside other public and private sector unions, immediately rallied not only to stand in solidarity with CUPE members, but to defend the collective bargaining and democratic rights of all Ontarians.

On November 4, CUPE workers began the withdrawal of services and set up picket lines at Queen’s Park and at offices of members of provincial parliament across the province. The government asked the Ontario Labour Relations Board (OLRB) to declare the withdrawal of services by CUPE an illegal strike action, under the newly passed Bill 28. Hearings on the government’s request were held over multiple days, but in the end no ruling was issued.

The Ontario Federation of Labour (OFL) and its affiliated unions – including ETFO – called for a mass rally at Queen’s Park on November 12 and began preparations for a general strike to begin across Ontario shortly after that.

Faced with a united labour movement and the prospect of a general strike the government backed down, and on November 6, Premier Ford announced Bill 28 would be repealed. On November 14, the government tabled Bill 35, *Keeping Students in Class Repeal Act*. This legislation was adopted and received royal assent on the same day, officially repealing Bill 28.

After Bill 28 was repealed, CUPE education workers and the government continued collective bargaining negotiations and CUPE members were able to secure important gains at the bargaining table. The repeal of Bill 28 represents a historic victory, not only for CUPE members, but for the broader labour movement and for workers across Ontario and Canada.

Fall Economic Statement

On November 14, the provincial government tabled its fall economic statement. The government revised its deficit projections for 2022-2023 from \$19.9 billion to \$12.9 billion. For 2023-2024 and for 2024-2025, the government projected smaller deficits: \$8.1 billion and \$0.7 billion, respectively.

Contrasting the government’s projections, a report by the Financial Accountability Office of Ontario (FAO) released in October found that the province would experience budget surpluses growing from \$0.1 billion in 2022-2023 to \$8.5 billion in 2027-2028. The FAO report found that the 2022 Ontario Budget contained funding shortfalls totalling an estimated \$40 billion, including \$6 billion in public education and \$23 billion in health care over the following six years. The report also showed that during the same six-year period, the budget included \$44 billion in unallocated contingency funds.

The Ford government has a track record of inflating deficits to justify underspending in social programs and cuts to public services. The fall economic statement contained no new investments in health care or education, despite the shortfalls highlighted by the FAO for the coming years.



Education Funding Consultation

In October, the Ministry of Education launched its annual consultation on education funding for the 2023-2024 school year. This year, the government focused its consultation on three categories: efficiencies and reducing administrative burden, reducing time to completion for capital projects, and joint use of schools.

ETFO prepared a submission to the ministry in response to this consultation. In addition to addressing the categories selected by the ministry, ETFO's submission provided input on other priorities for ETFO members. The submission was sent to the Ministry of Education on November 14 and is available in the Publications section of the ETFO website.

Pre-Budget Consultations 2023

On February 13, President Brown accompanied by executive staff participated in a pre-budget consultation hearing held by the legislature's Standing Committee on Finance and Economic Affairs. ETFO's pre-budget submission highlighted the impact of funding cuts made by the provincial government, and the need to invest in public education as Ontario continues with its post-pandemic recovery. ETFO called on the government to close the education funding gap identified by the FAO and invest in the public services Ontarians depend on.

All ETFO submissions can be viewed at etfo.ca/news-publications/publications

Provincial Budget 2023

On March 23, the Ford government tabled the 2023 provincial budget. At \$204.7 billion, this is the largest budget tabled by the provincial government. The province saw more than \$20 billion in unexpected revenue growth for 2022-2023, which resulted in a significantly lower deficit, and a return to surplus budgets three years earlier than estimated in the 2022 budget.

While the government had significant fiscal room to make the necessary investments in public education, health care, and other public services Ontarians rely on, it chose instead to continue its pattern of providing additional tax cuts to corporations and underspending in social programs. The funding increases to health care and child care included in the budget came primarily from the federal government, as a result of new health care and child care agreements signed with the provinces.

Since the Ford government came to power, per-student funding has fallen by \$1,200 when accounting for inflation. The latest budget contained only a marginal increase to school board funding, equivalent to 0.7 per cent on a per-student basis. With annual inflation at 6.8 per cent for 2022, this apparent increase will be easily outpaced by inflation. Unless additional funds are made available to school boards, many schools across the province will experience staffing reductions and the corresponding loss of critical student supports.

Grants for Student Needs

On April 17, details about Grants for Student Needs (GSN) funding and Priorities and Partnerships Funding (PPF) for 2022-2023 were released by the Ministry of Education. The ministry also released information about a new Student Transportation Grant and the Technical Paper, which contains details of grant formulas used for the allocation of education funding to school boards.

The government went to great lengths to inflate the funding increase to education funding, in part by changing the way it reports COVID-19-related funding and debt servicing costs. In addition, there were several transfers from the PPF to the GSN that should not be considered new funding. When accounting for these factors, the increase in per-pupil GSN funding from 2022-2023 to 2023-2024 is 0.72 per cent. In the context of high inflation, 6.8 per cent for 2022, this means a cut in inflation-adjusted per-pupil funding.

The phasing out of the COVID-19 Learning Recovery Fund created additional pressure on school boards, with several of them left scrambling to deal with the defunding of thousands of staff positions that were supported by this fund. Despite the announcement of additional positions to support the ministry's math and literacy plan, the loss of staff positions will outpace the creation of new ones.

While the government included a benchmark of 1.25 per cent for annual salary increases for 2022-2023 and 2023-2024, these costs will ultimately be determined by the outcome of current collective bargaining negotiations.

Bill 307 Ruled Unconstitutional

On March 6, the Ontario Court of Appeal struck down Bill 307, the *Protecting Elections and Defending Democracy Act*, as unconstitutional. Bill 307, which

used the notwithstanding clause to override the *Canadian Charter of Rights and Freedoms* and reinstate sections of the *Election Finances Act* that were previously struck down by the Ontario Superior Court as unconstitutional, was adopted by the Ford government in June 2021, and was in effect during the most recent provincial election.



Following the adoption of Bill 307, ETFO launched a legal challenge alongside other unions against the legislation. After Superior Court Justice E.M. Morgan ruled in favour of the government, ETFO appealed this initial ruling.

Siding with ETFO and other appellants, the Court of Appeal for Ontario found that Bill 307 “unjustifiably infringes” on the rights of Ontarians to meaningfully participate in our province’s political processes. This ruling exposed Bill 307 as a thinly veiled effort by the government to silence its critics.

This ruling is another major victory for education unions and our members, as well as a win for all Ontarians. This victory recognizes and reaffirms the importance of having different voices engaged in our political discourse and the fact that together, we can hold this government to account for its actions.

Bill 98, Better Schools and Student Outcomes Act

On April 17, Minister of Education Stephen Lecce tabled Bill 98, *Better Schools and Student Outcomes Act, 2023*, with the stated objective of “refocusing” the education system and “improving outcomes” for students in Ontario. This legislation was developed without input from ETFO or any other education affiliate.

The amendments to the *Ontario College of Teachers Act, 1996* (OCTA), the *Early Childhood Educators Act, 2007* (ECEA) and the *Education Act* implemented by Bill 98 are broad in scope and represent a significant overreach by the current government. Bill 98 considerably erodes the ability of school boards to respond to local needs of communities in the delivery of public education.

The legislation interferes with the autonomy of school boards and could be used to silence critics at the school board level. Bill 98 represents a significant escalation of the Ford government’s agenda to undermine public education and it provides a path for further privatization.

The changes to the *Education Act* included in Bill 98 grant the government the ability to direct the sale of school board property. Given the close relationships the Ford government has cultivated with real estate developers, the regulations regarding both the assessment of the current use of school sites and the process for the sale, lease, or disposition of school property will be the subject of significant interest by those who stand to profit from these transactions.

The changes to the OCTA that allow the Registrar the power to revoke certificates after three years of non-payment of fees will force many members of the Ontario College of Teachers who are currently not teaching to pay fees to the college to avoid having to requalify. Furthermore, some of the changes to the ECEA and the OCTA undermine due process in the handling of complaints.



ETFO participated in public hearings on Bill 98, held by the legislature’s Standing Committee on Social Policy. At the hearings, President Brown highlighted the lack of consultation with education unions prior to drafting the legislation and addressed the negative impacts Bill 98 would have on public education. President Brown called on the government to withdraw Bill 98 and engage in a meaningful consultation process with education stakeholders, including ETFO and other unions. ETFO also provided a written submission to the Ministry of Education in response to the proposed legislation. This submission is available in the Publications section of the ETFO website.

Despite significant opposition by many education stakeholders, Bill 98 was adopted and received royal assent on June 8, 2023.



ADDRESSING ANTI-BLACK RACISM

Black Excellence

Despite societal efforts to address anti-Black racism, Black people remain disproportionately impacted by discrimination in education, health care, and housing. As a society, we must continue to reflect on the impact and the legacies of colonization, and work to confront and eliminate anti-Black racism while promoting and celebrating Black excellence. ETFO is committed to creating policies, professional learning, and curriculum resources that protect and support members who self-identify as Black.

ETFO Strategy to Address Anti-Black Racism

In January 2018, ETFO's provincial Executive passed a motion that ETFO, through a multi-year strategy, take transformative steps to address anti-Black racism within the Federation and broader society. It also endorsed the United Nations Decade for People of African Descent and called for a multi-year plan to promote it.

The endorsement of the decade provides a framework for ETFO to address anti-Black racism that exists in organizational and institutional structures, policies, procedures, and programs, as well as in the attitudes and behaviours of individuals within and outside of ETFO.

ETFO's strategy to address anti-Black racism is focused on creating systemic changes to confront anti-Black racism and provide a more inclusive union environment for Black members at provincial and local levels. The multi-year strategy includes initiatives to:

- better understand how racism and anti-Black racism impact members in their workplaces and their involvement in the union
- collect data on the participation of Black and racialized members in ETFO programs
- encourage racialized ETFO members, including those who are Black, to self-identify so that the Federation can better meet their needs
- review ETFO policies, organizational structures, and practices to identify and eliminate any systemic or participation barriers for Black and racialized members
- provide anti-Black racism training for staff, local leaders, stewards, and members to shift organizational attitudes

- review and revise existing ETFO programs and resources, and develop new ones where necessary
- create opportunities at provincial and local levels to discuss anti-Black racism and provide space for racialized and Black members to share their needs as part of the plan
- partner with community groups and organizations to increase community engagement



Generation Black: You're Next Symposium

On October 1, ETFO held its first public symposium – Generation Black: You're Next! – to address barriers to the recruitment of Black teacher candidates and the retention of Black educators. ETFO partnered with Black organizations and educational stakeholders to identify strategies to improve the representation of Black people in public education. The following partners participated: Federation of Black Canadians, Network for the Advancement of Black Communities, Ontario Alliance of Black School Educators, Ontario Teachers' Federation, and Ontario Principals' Council.

Over 150 participants attended, representing various groups, including individuals from a variety of education unions and non-union organizations, administrators, superintendents of education, faculty of education members, and members of the public. The symposium was held in person; the panels and keynote presentation were also livestreamed.

Keynote speaker Wes "Maestro" Williams spoke about the impact of education on the lives of students and communities. Panel discussions addressed:

- why representation matters
- Black excellence within the education sector
- the voices of students, parents, and the community

The symposium gave rise to calls to action to address the significant underrepresentation of Black teachers in public education, including that:

- the government provide financial incentives to faculties of education to recruit Black teachers
- faculties of education develop intentional recruitment initiatives for Black teachers
- faculties of education hire more Black teacher secondees
- school boards encourage, promote, and support Black teacher secondees
- faculties of education collect race-based data of teacher candidates applying to programs and staff positions
- mandatory race-based data be collected on candidates, including existing teaching staff, applying to school boards for teaching positions
- school boards use analysis of race-based data to inform their hiring practices and develop policies and programs that support the retention of Black teachers



Generation Black: You're Next! provided a much-needed platform for community and labour to come together. ETFO remains committed to building partnerships with different educational stakeholders and different voices from the Black community to address the lack of representation within education, and will use the symposium as a platform to educate the public about systemic anti-Black racism within education.

Generation Black: You're Next Campaign

We need more Black educators!
Representation matters.

Another outcome of the Generation Black: You're Next! symposium was an ETFO-sponsored public campaign to amplify the Federation's message.



The campaign's aim was to:

- create broad discussion about the issue
- engage Black communities
- create awareness about opportunities for Black educators
- encourage Black students to go into teaching
- encourage more Black enrolment in faculties of education
- advocate for the better retention of existing Black teachers
- advance the goals of Generation Black: You're Next! stakeholders

This campaign built on the work and advocacy of Black ETFO members by profiling them and amplifying their calls for more Black teachers in the classroom, and discussing the value of their work in the classroom to Black students and all members of future generations.

ETFO recruited four Black members – Iyanuoluwa Akinrinola, Flo Burery, Chad Mills, and Blessing Owusu – from across the province for its print and digital ads. ETFO ran advertisements in Black community newspapers and on social media to promote the campaign. To hear about their experiences in education and why representation matters, visit the Addressing Anti-Black Racism section of BuidingBetterSchools.ca.

New Local Incentive Funding

During the first stage of the multi-year strategy, 2018 to 2021, ETFO successfully implemented a variety of internal initiatives to address anti-Black racism within the union. In the second phase of the multi-year strategy, 2021 to 2023, ETFO created the foundation required to develop relationships with Black education and community organizations. As the Federation continues to implement initiatives from the second phase, it recognizes the need to further support ETFO locals in their work to disrupt anti-Black racism within the union and broader society.

As an organization, ETFO continues to partner with Black communities, labour, and education organizations. ETFO locals have access to new ETFO local incentive funding that supports their work in addressing issues of anti-Black racism, social justice, and equity. The development of this new local incentive fund is focused on addressing anti-Black racism through partnership work, professional learning and/or student-centred opportunities that will further support the work of ETFO.



New: Unlearn, Relearn: How Colonization Impacts Your Practice

As ETFO implemented initiatives from its multi-year strategy, the need to develop a new program/course to address reframing/decolonizing the classroom/pedagogy became apparent. Unlearn, Relearn: How Colonization Impacts Your Practice focuses on the impacts of colonization in education, classroom practice, and reflections on one's practice. This new Summer Academy 2023 course will be delivered using an anti-racist, anti-Black racism lens, within an anti-oppressive framework.

The Work Ahead

We are beyond a discussion of whether anti-Black racism exists in education. It does. And so, as we enter the last year of the International Decade for People of African Descent, ETFO remains committed to its ongoing work to:

- disrupt anti-Black racism within schools through its continued lobbying and advocacy work
- provide support for members
- develop resources to address anti-Black racism
- support locals to address anti-Black racism within school boards
- develop new programs for ETFO members that are focused on anti-Black racism and opportunities for leadership

ETFO remains well-placed to shift the focus to disrupting anti-Black racism in the education system and broader society.

Supporting Members to Address Anti-Black Racism

ETFO promotes inclusive workplaces and is itself an environment where people are required to be respectful of differences, and to promote an inclusive and welcoming environment. Members who experience or witness anti-Black racism may reach out to their local for support. When members do share their experiences, responding through an understanding of anti-Black racism can include:

- validating how the members feel about their experiences
- affirming their worth as human beings
- documenting experiences in co-operation with members
- reassuring the member that they are not alone
- researching appropriate supports for members

Members who encounter or witness anti-Black racism and require assistance should contact their ETFO local or provincial office. Locally released officers and provincial staff are available to assist with any concerns about discrimination or harassment in the workplace. For confidential assistance, call ETFO staff in Professional Relations Services at 416-962-3836 (toll free: 1-888-838-3836) and ask for the Professional Relations Services duty officer.

For more information regarding ETFO's anti-Black racism multi-year strategy and resources, please visit etfo.ca/antiblackracism





BUILDING A MORE JUST SOCIETY

ETFO Equity Initiatives

2022-2023 was yet another challenging year for education. In response, addressing gender-based violence, anti-Black racism, anti-Asian racism, Islamophobia, antisemitism, disparities faced by Indigenous communities, and inequities faced by 2SLGBTQ+ communities, people with disabilities, and those living in poverty continued to be priorities for ETFO. Members responded with resilience and commitment to find creative and constructive ways of addressing issues of oppression.

This year, ETFO initiated an anti-oppression training program as a prerequisite program to leadership programs, such as Union School, Parliamentarian Training, and Collective Bargaining Academy, beginning in 2023-2024.



Anti-Oppressive Framework Program (GP and WP)

The inaugural Anti-Oppressive Framework Program occurred with three sessions this year: two general program (GP), including one over the summer, and one women's program (WP). Groups of approximately 30 members from across the province met at the provincial office for the two-day training. Staff from each service area presented sessions on various topics, including navigating discomfort, intent versus impact, legal implications, and more. York University professor Dr. Vidya Shah delivered a session on unlearning and decolonizing leadership structures.

Code Black Leadership Program

ETFO's three-part leadership program for Black members took place in November 2022 and May 2023. During part one, members from across the province heard from Dr. Joseph Smith. Members also listened to the leadership journeys of union leaders, including ETFO President Karen Brown. In part two, members learned about ETFO's structure and opportunities within the different service areas, and engaged in discussions that focused on mental health and exploring/furthering leadership.

Faculty of Education Workshops

ETFO provides equity workshops for teacher candidates as requested by faculties of education. Equity and Women’s Services (EWS) staff offered workshops on the following topics:

- Challenging and Championing 2SLGBTQ+ Issues
- Culturally Relevant & Responsive Teaching and Assessment Practices
- Everyone is Able
- Learning While Black: Addressing Anti-Black Racism in Education
- Possibilities: Addressing Poverty Issues in Elementary Schools
- Cultural Appropriation Versus Appreciation

Racialized Members Conference

On November 12 and 26, 25 racialized members attended the two-part Racialized Members Conference with the theme of Affinity Groups. During this two-part leadership conference, members gained a better understanding of the importance of organizing and finding support within like-minded groups. Among the presenters were Paul Taylor and Deanne Hupfield, who presented on the significance of powwows.



Disability Connections Incentive Funding

This incentive funding is intended for members to create classroom connections related to disability awareness. This can involve participating in an event within the community that centres the lived experiences of people with disabilities or inviting a guest speaker to educate the school community. Members can apply for up to \$300 in funding on members.etfo.ca.

2SLGBTQ+ Conference

ReUnion, the ETFO 2SLGBTQ+ conference for members and allies, was held at the provincial office. Presentations were provided by social worker Rahim Thawer and activist Tamara Lopez, and a preview of ETFO’s new two-spirit resources was provided by author Ash Moreau.

ETFO Equity Resources

2022 Women’s History Month Poster

October is Women’s History Month in Canada. This year’s poster focused on intergenerational connections and our collective future needs that are rooted in imagination, accountability, collaboration, and action. With these tools, we are reminded that, “what we do today makes tomorrow better.”

2023 Black History Month Poster

The 2023 ETFO Black History Month poster was sent to each school steward across the province. This year’s poster, available at etfo.ca, was a visual representation of the beauty that lies within Black features – specifically, hair, nose, and lips – that have historically been criminalized and degraded by white beauty standards. The sisterhood and solidarity on display in the image speak to the relationships and mentoring that are so crucial in the Black community and can be more widespread in classrooms with more Black educators. The poster’s two subjects are a living representation of #BlackGirlMagic, the ability for Black love and joy to be found and celebrated in a world that does not often love Black people back.

2SLGBTQ+ Online Resources

To continue providing resources for members, students, and the community at large, ETFO members curated a bank of resources and websites that can be referenced to support 2SLGBTQ+ education. We encourage all members to use this online resource to find sites that can help support their pedagogy and students throughout the year: etfo.ca/socialjusticeunion/2slgbtq.



Transgender Day of Remembrance

November 20, the Transgender Day of Remembrance, is a day to remember transgender people, gender non-conforming individuals, and those perceived to be transgender who have been murdered because of hate. It is also an opportunity to commit to eliminating transphobia and to protecting the rights of trans people. The 2SLGBTQ+ page on etfo.ca includes links to useful resources and to ETFO's Transgender Policy.



International Holocaust Remembrance Day

January 27 is International Holocaust Remembrance Day, which commemorates the victims of the Holocaust, the genocide enacted by Nazi Germany. As stated on the UN website, "The violence of exclusion began with disinformation and hate speech that lent support to systemic injustice and discrimination, and marginalization and ended with genocidal killing."

International Women's Day T-Shirt

International Women's Day (IWD) is commemorated each year on March 8. ETFO celebrates the feminist movement and the work for collective action through solidarity. The annual IWD T-shirt features symbols of strength and building community. This year's T-shirt also highlights the 2023 Canadian Labour Congress campaign, Union Women: Stronger Together.



International Day of Pink T-Shirt

April 12 marked the International Day of Pink. ETFO has taken a public stance to say NO to 2SLGBTQ+ bullying in all its forms. Our 2023 theme focused on the inner strength that we all need to maintain in advocating against homophobic and transphobic discrimination. This year, ETFO highlighted the words of Audre Lorde, "We are powerful because we have survived."

2023 Asian Heritage Month Poster

May is Asian Heritage Month in Canada. This year, the focus was on the Asian diaspora. The theme of "Asian Beyond Asia" seeks to include the wider Asian community settled throughout the world, using a critical and decolonial lens to challenge the very idea of "Asia." The historical and cultural construct of Asia is understood and experienced in complex ways both within the continent and across the diaspora, and, similarly, the notion of "Asian" moves beyond time and space; it is actively being imagined and re-imagined through the formation of regenerative and evolving new cultures. The artwork for this year's poster features marbling as a visual analogy of new formations and connections, through a representation of a globe with shifting borders and boundaries.



First Nations, Métis, and Inuit Education Initiatives

Indigenous Women Mentorship Program

This mentorship program for women members who self-identify as First Nations, Métis, or Inuit is grounded in the understanding of *Etuaptmumk*, two-eyed seeing. This program is unique in that it includes opportunities for both the Indigenous mentees and the mentors to focus on their traditional ways of exploring leadership and building knowledge of ETFO, the broader labour movement, and opportunities for activism and leadership within the Federation. Mentors are ETFO women members in leadership roles who share their skills, knowledge, and experience with Indigenous women members looking to explore leadership roles in ETFO, while at the same time developing their own skills in allyship to the Indigenous community.



Teachable Moments – Educator Resource

This resource centres Indigenous voices from a variety of First Peoples to support Call to Action #63, “Building student capacity for intercultural understanding, empathy and mutual respect,” from the Truth and Reconciliation Commission. This resource supports both professional and classroom learning to facilitate difficult conversations in the classroom with respect to appropriation, culture, racism, etc. This resource is intended to begin a conversation as we continue to learn, unlearn, and relearn in a good way. It will be available on etfofmi.ca in 2023-2024.

Healing Conversations for the Primary Classroom – Educator Resource

This digital resource is designed to support educators in Early Year programs and Primary classrooms in “building student capacity for intercultural understanding, empathy and mutual respect,” as listed in Call to Action #63 from the Truth and Reconciliation Commission. Using children’s literature, members and students embark on a reflective journey of learning about the impacts of Canada’s residential school system in an age-appropriate manner. This resource will be available on etfofmi.ca in 2023-2024.

ETFO continued to offer:

- FNMI Peoples: Understanding Traditional Teaching, Histories, Current Issues, and Cultures, Part 1
- ***New** FNMI Peoples: Understanding Traditional Teaching, Histories, Current Issues, and Cultures, Part 2 & Part 3
- Teaching First Nations, Métis, and Inuit Children, an online AQ course
- Engaging Learners through Trauma-Informed Practices
- Faculty of Education equity workshops for teacher candidates:
 - Cultural Appropriation Versus Appreciation
 - Being an Ally to Indigenous Peoples
 - First Nations, Métis, and Inuit Learners
 - Engaging with Indigenous Families and Communities
 - Residential Schools and Reconciliation Using Children’s Literature
- Annual First Nations, Métis, and Inuit Leadership Symposium



ETFO Supports and Donations

Community Support

Anti-Poverty Groups

In 2022-23, ETFO made donations totalling \$10,000 to grassroots-level groups working on poverty issues, undertaking political activities to further their cause, or working directly to benefit those living in poverty in their communities.

Status of Women Donations

ETFO allocates \$20,000 for status of women donations. These donations are made to organizations whose goals are to improve the status of women and/or girls in Ontario or Canada. Women's organizations that received funding this year include the Canadian Women's Foundation, and Retired Women Teachers of Ontario.

Emergency Relief

ETFO has made donations responding to the following global emergencies:

Turkey and Syria Relief - \$85,337

East Coast Relief - \$79,350

Pakistan Flooding - \$55,100

International Donations

ETFO has made donations to the following organizations:

Canadian Teachers' Federation (CTF) Trust Fund

Through CTF Trust Fund initiatives, ETFO contributed \$67,500 to support women's projects by international organizations, including:

CODE – Canadian Organization for Development Through Education

Equality Fund (formerly MATCH International Women's Fund)

Teachers' Action for Gender Equity (TAGE) – WP

- African Women in Education Network (AWEN)
- Burkina Faso (SNEA-B / SNESS)
- El Asia Pacific (EIAP)
- El Latin America (EILA)
- Gambia Teachers Union (GTU)
- Ghana National Association of Teachers (GNAT)
- Sénégal (SYPROS)
- Sierra Leone Teachers' Union (SLTU)

Teachers' Action for Teaching (TAT)

- Benin (SNEP-B/SYNAEM-B)
- Burkina FASO (SNEA-B/SNESS)
- Grenada (GUT)
- India (AIPTF)
- St. Lucia (SLTU)

Teachers' Action for Teaching Organizations (TATO)

- Benin (SNEP-B/SYNAEM-B)
- Burkina FASO (SNEA-B/SNESS)
- Dominica (DAT)
- El Asia Pacific (EIAP)
- Haiti (UNNOEH/CNEH)
- Mauritania (SNEF)
- St. Lucia (SLTU)
- Togo (FESEN)
- Zimbabwe (ZIMTA)

Project Overseas 2023

Project Overseas is a joint endeavour between the Canadian Teachers' Federation (CTF/FCE) and member organizations such as ETFO. Overseas placements are scheduled in July with partner organizations who, like the CTF/FCE, are members of Education International.

In October 2022, the CTF/FCE informed ETFO that it was proceeding with Project Overseas 2023. ETFO has not participated in Project Overseas since 2019 due to COVID-19 impacting program delivery in 2020, 2021, and 2022. Candidate selection was opened from October 21 to November 18, 2022.

ETFO typically sponsors 16 members to participate in Project Overseas, selected from a pool of 20 to 45 applicants. However, fewer application packages from new and returning candidates were received this year, resulting in a smaller cohort of 13.

This year's cohort is also unique because it includes six candidates who were selected by the CTF/FCE to participate in Project Overseas 2020 and two candidates who were shortlisted and approved by ETFO's Executive in 2021, but had their placements cancelled due to COVID-19.

The following members will represent ETFO in Project Overseas 2023:

- Bénin: Nicole Beaulieu, Upper Canada Teacher Local, Team Leader
- Dominica: Daniela Lombardo, Elementary Teachers of Toronto Local, Team Member
- Ghana: Sandra Bonnell, Elementary Teachers of Toronto Local, Team Member
- Ghana: Eric Romero-Sierra, Hamilton-Wentworth Teacher Local, Team Member
- Grenada: Mathew Chiapetta, Ottawa-Carleton Teacher Local, Team Member
- Grenada: Murad Doray, Toronto Occasional Teacher Local, Team Member
- Guyana: Paul Oberoi, York Region Teacher Local, Team Member
- Saint Lucia: Katrina Behr, Kawartha Pine Ridge Teacher Local, Team Member
- Saint Vincent: Uloma Onyido, Elementary Teachers of Toronto Local, Team Leader
- Sierra Leone: David Douglass, Rainbow Teacher Local, Team Leader
- Sierra Leone: Maya Sade, Peel Teacher Local, Team Member
- The Gambia: Andrea Ibarra, Elementary Teachers of Toronto Local, Team Member
- Uganda: Danika King, Ottawa-Carleton Teacher Local, Team Member

Overseas Support

Cambodia Support for Girls

Partners for Rural Development (PRD) is a women-led, non-profit, and non-political organization that works with rural women and girls in northwest Cambodia. The organization works in 18 of the most rural and underserved villages in Battambang and Pailin provinces. Each year, PRD submits an annual report detailing project activities accomplished through ETFO's support.

PRD reported that Cambodia lifted all COVID-19 restrictions such as wearing masks and social distancing while allowing group gatherings and schools to reopen by mid-2022. In 2022, PRD selected eight primary schools that served 10 villages in Samlout and Pailin regions with a total student population of approximately 1,403.

PRD's women and girls' 2022 programs included:

- raising awareness about gender equality and equity and home counselling for families experiencing gender-based violence
- professional development about early childhood care and development, kindergarten and primary school for parents, educational officials, teachers, and community pre-school volunteer teachers
- English, computer, sports, and eco clubs for girls
- scholarships for nine girls in Samlout and nine girls in Pailin
- reading clubs and mobile libraries along with support for school librarians
- life-skills classes such as gardening, conservation, and agricultural business planning

Caribbean Union of Teachers (CUT)

The Caribbean Union of Teachers (CUT) is a part of the Teachers' Action for Gender Equality (TAGE) Program, which is one of three core content areas of the international development co-operation program at the Canadian Teachers' Federation (CTF/FCE). In 2022-2023, ETFO's support for the CUT through the TAGE program included:

- regional programming about gender equity to five distinct activities/programs
- a virtual regional workshop for members of women's/gender committees on gender issues

- an in-person regional conference conducted by the Status of Women Committee of the CUT and co-funded by Education International with two days dedicated to awareness of gender issues
- funding for CUT units to implement activities in celebration of International Women's Day
- the publication of a women's educational magazine

Colombia Support for Women and Girls

ETFO has partnerships with two organizations in Colombia.

The Fundación Ratón de Biblioteca promotes a creative approach to English literacy through art and games in Medellín. The organization shared that their attendance has returned to pre-pandemic numbers with new girls joining the workshops. In 2022-2023, 40 workshops were delivered at community libraries in Villa Guadalupe, Raizal, La Esperanza, and Villatina.

The Colombian Grandmothers' Project supports grandmothers who are left to care for children in Montería, Columbia. These supports include training for women heads of households in entrepreneurship, counselling, and psychosocial support for children. The organization also aids with purchasing school kits, uniforms, and transportation. In 2022-2023, new beneficiaries received support with purchasing kitchen utensils so that they can prepare and sell traditional and pre-cooked foods as an additional source of income.

Ugandan Support for Women Teachers

The Uganda National Teachers' Union (UNATU) organized a two-day conference for 200 women leaders in February 2023. The conference focused on the promotion of girls' education, capacity building for entrepreneurial and leadership skills, and raising awareness of gender equality in Uganda's education system.

Overseas Scholarships for Women and Girls

ETFO supports the Canadian Teachers' Federation (CTF/FCE) Teachers' Action for Gender Equality (TAGE) Program, Hope for Rwanda's Children Fund, and the Women's Wing of the Swaziland National Association of Teachers to provide overseas scholarships for girls and women. This continued support includes scholarship funding for women teachers to further their teacher qualifications, or support for girls to attend primary, secondary, and post-secondary education.

Hope for Rwanda's Children Fund (HRCF) supported 16 secondary school scholarships and three university educational scholarships in 2022-2023. In 2022-2023, it was also reported that four HRCF university scholarship recipients have graduated from the University of Kigali.

In 2022-2023, the CTF/FCE TAGE Program provided scholarships in Benin, Burkina Faso, Ghana, and Sierra Leone. TAGE also administered support through the African Women in Education Network (AWEN), Education International Asia Pacific (EIAP), the Education International Latin America Women's Network, and Caribbean Union of Teachers.

The Women's Wing of the Swaziland National Association of Teachers supported 15 women teachers to upgrade their qualifications and seven of its women members to further their studies.



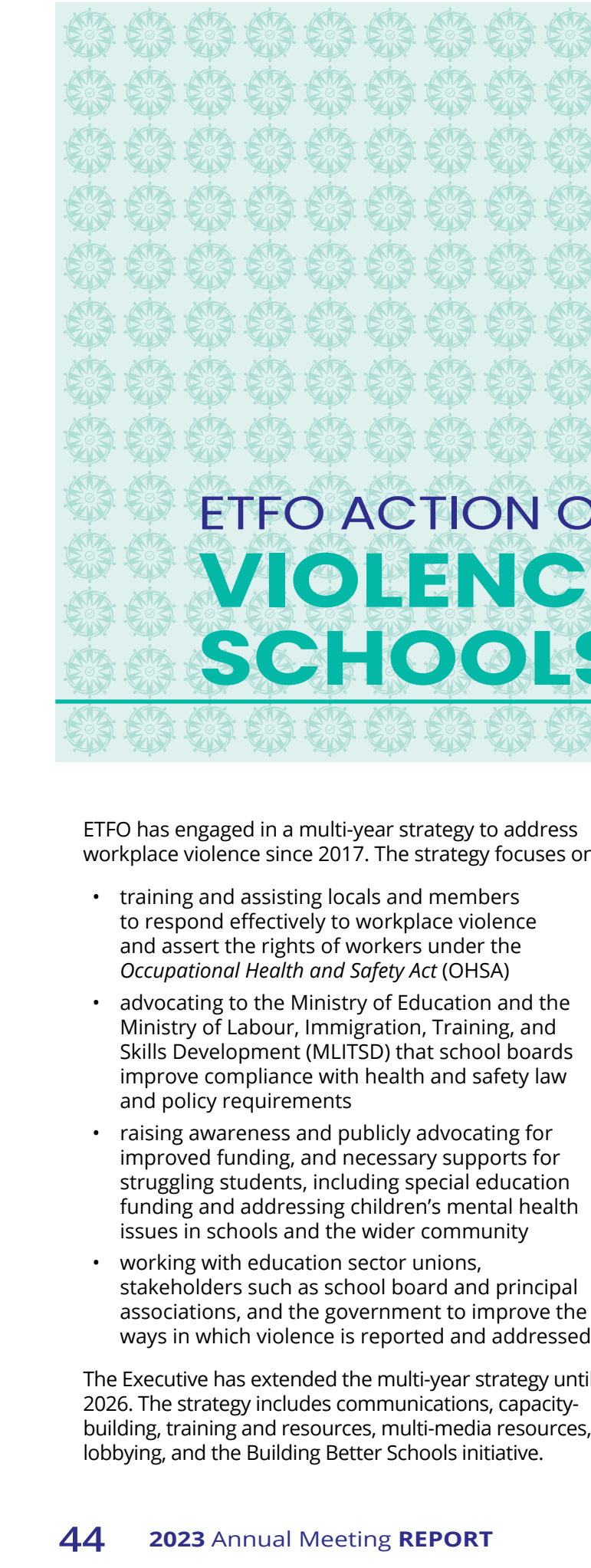
ETFO Humanity Fund

The ETFO Humanity Fund is dedicated to creating a world of difference for children and their communities. Established in 2003 and financed primarily by members, the fund supports children and educators around the world, enriching their lives and the lives of their communities.

After two years of COVID-19 restrictions, the board of directors resumed in-person meetings in 2022-2023. Most charities supported by the ETFO Humanity Fund have had significant challenges in operation since the pandemic. Some programs that were centred on supporting children in schools, which were shut down, had to move to community-based programs or change the kind of support they offered to more immediate needs like food and basic supplies. The impact of the COVID-19 pandemic has varied considerably around the world, with some programs being able to continue as planned. For other communities, the disruptions have been significant and will likely be long-lasting.

The ETFO Humanity Fund is financed through payroll deductions agreed to by members of participating locals, as well as individual donations from ETFO members, staff, and locals. The Stephen Lewis Foundation is the Fund's signature charity. Many other charities receive funds throughout the year. For a full list and more information about the programs, please see the one-page Annual Report of the Humanity Fund distributed separately at ETFO's Annual Meeting.

Any local that is not currently participating in the fund is encouraged to work with their members and school board to join. With every new local that joins, the Federation expands its ability to help those in need in Canada and around the world.



ETFO ACTION ON VIOLENCE IN SCHOOLS

ETFO has engaged in a multi-year strategy to address workplace violence since 2017. The strategy focuses on:

- training and assisting locals and members to respond effectively to workplace violence and assert the rights of workers under the *Occupational Health and Safety Act* (OHSA)
- advocating to the Ministry of Education and the Ministry of Labour, Immigration, Training, and Skills Development (MLITSD) that school boards improve compliance with health and safety law and policy requirements
- raising awareness and publicly advocating for improved funding, and necessary supports for struggling students, including special education funding and addressing children's mental health issues in schools and the wider community
- working with education sector unions, stakeholders such as school board and principal associations, and the government to improve the ways in which violence is reported and addressed

The Executive has extended the multi-year strategy until 2026. The strategy includes communications, capacity-building, training and resources, multi-media resources, lobbying, and the Building Better Schools initiative.

Training for Local Leaders and Members

Ongoing training is vital to ensure locals and members are aware of member rights and responsibilities regarding violent incidents. Throughout the year, Health and Safety Services staff supported members through training and relevant program content.

- The annual Health and Safety conference included an overview of workplace violence updates. Participants also had their choice of workshops on workplace violence or psychosocial health and safety hazards.
- Regional Health and Safety Training reviewed *Occupational Health and Safety Act* protections against violence and preliminary observations from the MLITSD's Workplace Violence Compliance Initiative visits to school boards around the province.
- The special conference on Women Addressing Gender-Based Workplace Violence (WP) included a review of worker rights, assertiveness training, a research overview, and a keynote that outlined ongoing Canadian and international initiatives.
- The Women's Health and Safety Conference (WP) included a workshop on domestic violence in the workplace.

- Staying Healthy and Safe in Special Education, the health and safety special topics conference, confirmed that violence is the primary health and safety concern for most members in special education roles. Sessions included writing safety plans, sharing best practices, and reviewing legal rights and responsibilities.
- At the Fall Leadership, Virtual Academy, Union School, Beyond the Basics, and Visions programs, Health and Safety staff presented information about the violence strategy, including worker rights and employer responsibilities, and emerging issues such as the impact of the pandemic on levels of violence.

- Eighty-six per cent of ETFO members who work in special education have personally experienced violence or witnessed it against another staff person.
- Front-line supports are often not available to educators and students. A majority report that educational assistants (61 per cent), social workers (56 per cent), and child and youth workers (53 per cent) were available only some of the time, rarely, or never when needed this school year.

ETFO will use the results to continue to: advocate for improvements to working conditions related to health and safety; demand full funding of public education; raise public awareness; develop resources and programs; and call for additional front-line supports for students. The need for additional supports was emphasized in ETFO's [2023 pre-budget submission](#). The research report, produced by Strategic Communications Inc., is available at etfo.ca.

Resources for Local Leaders and Members

As part of the multi-year strategy, resources have been created to help members understand their health and safety rights and the responsibilities of their employers. These resources continue to be created, updated, and promoted, including:

- regular reminders on social media with links to the ETFO Health and Safety website, etfohealthandsafety.ca, where resources are housed
- a bookmark on the right to refuse unsafe work sent to all members along with another copy of the work refusal poster for stewards to post in the workplace
- an updated version of a poster outlining workers' rights and employers' duties was also sent out for school bulletin boards

Provincial Working Group on Health and Safety

The Provincial Working Group on Health and Safety (PWGHS) is made up of representatives of education affiliates, school boards, principal associations, and government representatives from the Ministry of Education and the MLITSD.

ETFO's participation in the PWGHS was instrumental in the creation of the MLITSD's resource *Workplace Violence in School Boards: A Guide to the Law*. The MLITSD made minor revisions to update this resource to reflect OHS Regulation 420, which clarifies employers' requirement to share incident information with joint health and safety committees.

2023 All-Member Violence Survey

Between February and March, ETFO members participated in a 2023 All-Member Violence Survey, which highlighted increasing levels of violence, incident reporting, and lack of access to supports. Almost one-third of members participated in the survey; seven focus groups were also held.

Survey results, which are available at etfohealthandsafety.ca, also revealed:

- An alarming number (77 per cent) of ETFO members said they have personally experienced violence or witnessed violence against another staff member.
- Educators working with younger students are more likely to experience violence.

The MLITSD's Workplace Violence in Schools Compliance Initiative was completed in February and March 2023. These school visits were a follow-up to the consultation visits the ministry held with school boards in 2018. ETFO staff reviewed field visit reports, provided advice to locals, and provided feedback to senior staff at the ministry. The initiative resulted in some notable orders that can be used to push for change in other boards, including the requirement for risk assessments and reassessments, and proper notification of risk, especially for occasional teachers/staff. The MLITSD will provide a summary report through the PWGHS.

For information and resources on violence issues, please visit etfohealthandsafety.ca.

DRIVING LABOUR ACTION

Canadian Labour Congress (CLC) and National Politics

Approximately 130 ETFO members attended the CLC's 30th Constitutional Convention from May 8 to May 12 in Montreal. This was the first in-person convention since the 2017 event in Toronto. CLC national campaigns focused on ensuring the government followed through on their commitments in the confidence-and-supply agreement between the governing Liberals and the NDP. Although child care agreements were reached with all provinces and territories in 2022, the CLC continued to call for sustainable funding to expand the system and ensure all families have access to quality, not-for-profit, public child care. There has also been a strong push to improve and expand the national dental care program. The CLC lobby day held in February focused on the long-awaited anti-scab legislation that was receiving criticism from employer groups.

Over the past year, there was some additional focus on inflation as workers fell further behind due to monetary policy outside of their control. Privatization in health care also became a significant issue as the federal government negotiated health care funding agreements with the provinces.





Ontario Federation of Labour (OFL) – Enough is Enough

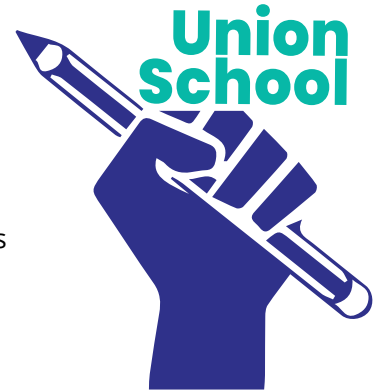
The importance of collective power was never more evident than when public and private sector unions stood in solidarity to force the government to repeal Bill 28, the so-called *Keeping Students in Class Act*, only four days after it was passed by the legislature. It is important to acknowledge the critical role the OFL played in the solidarity that was witnessed among unions within Ontario and Canada, and the power we have when we speak with one voice on behalf of working people.

On January 28, the OFL launched the Enough is Enough campaign to fight the cost-of-living crisis in Ontario. Broad demands were articulated around real wage increases, protecting public services like health care and education, affordable housing, and basic needs. Online training sessions and local organizing meetings were held throughout the year. Outreach events were organized for May 1, building towards demonstrations and other activities on June 3 to mark one year since the provincial election.



Union School 2022-2023

Union School took place over three sessions: September 29 to 30, January 31 to February 2, and April 26 to 28. Twenty-seven participants were able to engage in discussions on various topics, including: unions and the labour movement, member engagement and organizing, equity and social justice in the union, building capacity at the local level, emotional intelligence, human rights officer training, and equity and social justice. Participants were also engaged in the experience of participating in a mock Annual Meeting.





BUILDING A **STRONG FEDERATION**

PROFESSIONAL LEARNING/ CURRICULUM (PL/C) SERVICES

ETFO Additional Qualifications (AQ)

ETFO AQ Award

ETFO AQ won a 2022 Canadian Association of Labour Media Award in the category of Best Hard Copy Promotional Material for its environmental education ad. This piece was inspired by ETFO AQ instructors and candidates acknowledging that our educators are doing amazing things for our environment. The piece demonstrates environmental issues, engages in problem-solving, and investigates ways that educators and students can take action to improve the environment.

AQ Website

ETFO AQ has a refreshed website. Candidates are provided with a faster browsing experience and improved navigation, making registering for a quality ETFO AQ course even easier for all educators. The Schedule C and D filter options provide opportunities for both teachers and occasional teachers to consider QECO and their professional development journey before they register for an AQ course.

AQ Voices

ETFO AQ special education courses continue to be popular with candidates. Special Education Part 1 and Part 2 had the highest number of candidates enrolled in the winter and spring 2023 sessions. During the 2022 course year, special education AQ courses held six of the top 10 spots for most popular courses based on registration.

Our special education courses provide a range of strategies for student success, including positive behaviour supports, the importance of using visual strategies, and focusing on evidence-based pedagogy to create a safe learning environment that is rooted in compassion and understanding.

Advocacy

Staff has advocated for members by participating in workgroups or by responding to Ministry of Education initiatives, including:

- Education Partners Discussion Table
- EQAO Advisory Committee
- ETFO's response to EQAO's 2020-2024 modernization plans

- Ontario Coalition for Children and Youth Mental Health
- OTF Affiliates' Curriculum Workgroup
- OTF Assessment Workgroup
- OTF Teacher Education Staff Workgroup
- OTF response to the Ontario Human Rights Commission Right to Read Inquiry
- School Mental Health Ontario Affiliate Advisory Group

Arts Conference

This year marked the first time the Arts Conference was held in person. The evening started with a keynote presentation, *Practicing L.O.V.E. and L.I.B.E.R.A.T.I.O.N. to Cultivate Cultural Agency*, given by Peel Elementary Teachers' Local member Neeru Sekhon.

Four workshops, facilitated using an anti-oppression framework, were offered to cover the four strands of the Arts curriculum:

- Improv Your Teaching: Creating Collaborative Learning Communities (offered in English and French)
- Culturally Relevant Teaching in the Visual Arts Room
- Ignite, Heal and Inspire Through Dance and Drama
- Making Music Matter (offered for generalists and specialists)

The Arts Series – Two-Part Workshop Series

The ETFO Arts Series is offered to locals with a choice of four Arts workshops. The workshop is a cost-shared program between ETFO and locals. Workshops included:

- Renewal in the Arts
- The Arts and Mental Health
- Social Justice and Equity – An Arts Integration Approach
- We All Belong – The Inclusive Arts Classroom

In 2022-2023, ETFO shifted the delivery model to include the unique professional needs of occasional teachers. Given post-pandemic realities and student needs, The Arts and Mental Health was the most popular offering within the program.

Classroom Management for the Occasional Teacher Workshop

This two-part workshop provided occasional teacher locals with the opportunity to access classroom management strategies based on the ETFO resource *I am the Teacher*. This cost-sharing workshop was available to 10 occasional teacher locals providing members practical classroom management strategies, increasing teacher confidence, providing networking opportunities, and improving practice through self-reflection and goal setting.

ETFO delivered all 10 possible workshop bookings to occasional teachers throughout the province. Member feedback highlighted the practical, hands-on, and responsive nature of the workshops, as well as members feeling that their Federation met their professional occasional teacher learning needs.

Creating Environmentally and Socially Active Communities Online Resource

Creating Environmentally and Socially Active Communities is an online resource that looks to empower students to view themselves as leaders of social and environmental justice. This resource was updated in spring 2023 and featured in the April edition of *Voice* magazine and on ETFO's new *Elementary* podcast.

Creating Environmentally and Socially Active Communities is a responsive and growing resource that offers lessons from Kindergarten to Grade 8 to help facilitate learning of environmental racism, as well as skill-building of advocacy and allyship in the classroom and school.

This resource can be accessed under the Classroom Resources section of the ETFO member website at members.etfo.org (login required).

French as a Second Language (FSL) Conference – Bringing the Joy to French Classrooms

The 2023 FSL Conference was held at the provincial office on April 28 and 29. The overarching theme of the conference, "Bringing the Joy to French Classrooms," focused on a positive and practical professional learning approach, exploring new technology tools, classroom-ready strategies, and engaging activities to enhance student learning.



Keynote speaker Karen Devonish-Mazzotta spoke to the importance of recognizing our influence as adults and educators and how we can create learning environments where all students can succeed. Members continued their professional learning by participating in a variety of FSL-focused workshops presented in both French and English. Member feedback highlighted that participants felt energized, valued, and equipped with new strategies to use in their FSL classrooms.

etfopley.ca

The ETFO early years website etfopley.ca has been updated with new content and features, and all professional learning resources are available in a user-friendly layout that is easy to navigate. The site is intended to benefit educator teams, individual teachers, occasional teachers, designated early childhood educators (DECE), and teacher leaders. There are a variety of videos, a photo gallery, and classroom tours to explore. Recent additions of new material include: a day in the life of a French Immersion classroom, and Kindergarten educators highlighting the importance of learning in the outdoors.

LEAD Conference

The LEAD conference – Leading through Authentic Facilitation, Anti-Oppressive Practices, and Collaborative Professionalism – was offered to members who are currently consultants, co-ordinators, facilitators, or teachers with system-wide responsibilities. The learning engaged members from locals across the province who were interested in developing their understanding of how the key concepts of mentorship and collaborative professionalism can be applied to their ongoing work supporting colleagues and students.

The evening session included discussions about refining of foundational mentoring skills, building relational trust, and facilitating learning-focused conversations. During the full-day session with the Anima Leadership team, ETFO members furthered

their leadership abilities as they developed knowledge and skills to support workplace inclusion and equity. During this conference, members explored how to facilitate group conversations, meetings, and events where everyone feels able to participate, which is crucial to creating inclusive, high-functioning teams and organizations.

Leadership 2022

The ETFO Leadership 2022 Conference took place on September 21 and 22. Over 400 participants engaged in various workshops, plenary sessions, and training for committee chairs. Local leaders were welcomed to the conference with a performance by the Samba Squad. The keynote speaker this year was Orlando Bowen, a leadership mentor and former CFL linebacker from 2000 to 2004. His career, which began with the Toronto Argonauts and ended while playing for the Hamilton Tiger-Cats, was sadly cut short after a severe concussion suffered at the hands of two corrupt police officers. Bowen's mission is to make a difference in the lives of others by motivating people to take action. He is the founder and executive director at One Voice One Team Youth Leadership Organization.

The morning session started with a performance from Layla Staats, who is Mohawk, Turtle Clan from the Six Nations of the Grand River. Staats is a multidisciplinary artist specializing in Indigenous media, marketing, and content creation. Staats' work and activism focuses on water protection and water rights for Indigenous communities.

Local leaders were able to attend different workshop sessions throughout the day on topics such as violence in classrooms and Workplace Safety and Insurance Board (WSIB) claims, assessment and professional judgement, building relationships, advocating for



English language learners, human rights, fiduciary duties of local leaders, tools for organizing, and media training. Training for local standing committee chairpersons was offered for the following committees: Professional Learning, Political Action/Public Relations, New Members, Social Justice/Equity, and Status of Women. All committee chairpersons also attended human rights officer training.

Learning in the Early Years

The Learning in the Early Years after-school workshop series was completely refreshed this year and was fully booked with a waiting list. Locals choose from three potential workshop titles: Learning in the Early Years, Documenting and Communicating Learning in Kindergarten, and Building and Enriching Partnerships in Kindergarten.

The content of the workshops connects to a range of ETFO resources, such as etfopley.ca and publications such as *Building and Enriching Partnerships in Kindergarten* and *Learning in the Early Years: Exploring Our Thinking*. Each workshop provides an opportunity for members to consider current research and best practices in the early years.



Local Executive Training

The strength of ETFO depends in large measure on the strength of locals, local leaders, and local executives. These facilitated workshops helped local executives continue to be successful in their roles and enhance the strength of their locals. The format included: executive planning, executive team building, goal setting, effective communication strategies, and local constitution writing. Workshops were modified to suit local executives' unique needs. ETFO ran nine cost-shared, local executive training sessions in the 2022-2023 budget year.

Local Leaders Virtual Academy Webinar Series

Ten webinars were offered to local leaders this year as part of ETFO's ongoing Virtual Academy. Webinar topics offered in 2022-2023 included: municipal election organizing, parliamentary procedure, taking the lead on addressing anti-Black racism, files and note-taking, equity and women services funding and resources, long-term disability (LTD) plan, leaves and benefits, supporting members, EQAO; and recent arbitration rulings.

Local Workshop Series: Environmental Action and Climate Change

ETFO developed a webinar and a series of lesson plans focusing on environmental action and climate change for the 2022-2023 local workshop series. In addition, eight in-person after-school professional learning workshops were offered to locals across the province on the same topic. The webinar and lesson plans can be found in the Classroom Resources section under "Webcasts to Support Classroom Practice" on the ETFO member website at members.etfo.ca (login required).

Making a Difference – Supporting Positive Classroom Behaviour Workshop

In the spring of 2023, ETFO revised the Supporting Positive Classroom Behaviour workshop to include a greater focus on managing challenging behaviours and a more targeted approach to supporting occasional teacher work. The revised workshop provided practical information and strategies for consciously teaching, supporting, and reinforcing positive behaviours in classrooms while managing the challenging realities of today's post-pandemic classrooms.

The goals of the workshop were to identify key components of an effective approach to positive behaviour support; enhance positive relationships between educators, students, and parents; increase the effectiveness of responses to challenging student behaviour while recognizing positive student behaviour; and review and improve classroom routines and procedures that support effective instruction, learning, and social skills acquisition.

In 2022-2023, locals held six workshops throughout the province. Members felt the program met their professional learning needs and provided support in an area often neglected by other professional learning providers. ETFO will continue to review member and local feedback, adjusting the program offerings to meet ongoing and dynamic member needs.

Mental Health

Educators are continuing their extraordinary efforts to support student learning and well-being, but it's often at the expense of their own mental health as they attempt to balance student needs, revised curriculum expectations, learning gaps, and the lack of direct mental health system supports.

Throughout the year, ETFO addressed members' mental health through:

- letters/submissions to the Ministry of Education
- advocacy through provincial work groups
- media releases/interviews, joint statements, press conferences
- social media posts
- issues of *ETFO Voice*
- programs and workshops

The mental health of teachers, education workers, and students continues to require the provincial government's urgent attention. The government's chronic underfunding of public education has led to unnecessary negative mental health impacts and outcomes for ETFO members and students. Part of ETFO's pre-budget submission focused on mental health supports with specific recommendations to the provincial government.

On February 15, ETFO, as part of the Ontario Coalition for Children and Youth Mental Health, wrote to Minister of Education Stephen Lecce highlighting key recommendations outlined in the position paper *Let's Put our Heads Together: Coordinating our Efforts to Improve Mental Health and Well-being for Ontario's Children and Youth*. The letter was a follow-up to a February 9, 2023, meeting that called for the following specific actions:

- Investments and funding – There is an urgent priority to fund community-based mental health supports and services (e.g., for hiring, training, supervision, and ongoing implementation support).
- System co-ordination – One of the main themes of the paper is to improve system co-ordination (across sectors and levels of care) so that we reduce fragmentation, clarify navigation, and ensure children and youth receive the right care at the right time, and in the right setting to best meet their needs.
- Student mental health literacy – Mental health literacy is an essential part of school mental health practice.

Throughout the year, ETFO worked directly with School Mental Health Ontario and the affiliates to bring a union perspective to this important work. ETFO also continued to support member professional learning through workshops focused on mental health in relation to the Arts, Health and Physical Education, managing challenging student behaviours, as well as conflict management.



Mobilizing for Justice (WP)

The Mobilizing for Justice (WP) took place in two sessions: November 1 to 3, and May 4 to 5, with a renewed focus on "Connecting Classrooms to Community through Curriculum." Mobilizing for Justice is an opportunity for women members to connect lesson plans, classrooms, and the curriculum to social justice movements, allyship, and organizing. Themes such as community organizing, intersectional feminism, anti-oppression, and effective allyship as they relate to the curriculum, were examined. Presentations from classroom educators on connecting our classrooms to the community assisted participants in developing their own action plans.

New President Training

New President Training took place October 12 to 14 with 32 participants in attendance. Participants included new presidents, as well as other newly released local leaders. Local leaders engaged in a variety of discussion topics that included: website facilitation, leaves, long-term disability, media training, communicating with board officials, anti-oppressive framework, bargaining, local budgets, difficult conversations, WSIB, human rights officer training, record keeping, pensions, health and safety, and grievances. Over 17 ETFO executive staff presented.

Presenters on the Road

Forty-three Presenters on the Road workshops were delivered to locals across the province in 2022-2023. The revised catalogue of workshops included workshops on Holocaust education and addressing antisemitism and supporting English language learners. Popular workshop topics this year included coding, culturally relevant and responsive pedagogy, music, climate change, and inclusive language in French language classrooms.

Presenter's Palette

This leadership program was provided to members interested in enhancing their leadership skills and developing their presentation and facilitation expertise. Participants at all stages of their careers, including teacher, occasional teacher, and DECE members, created a workshop description, developed a workshop plan, and explored a wide range of facilitation strategies for engaging participants while ensuring an inclusive environment. Particular attention was placed on best practices for ensuring equity and inclusion in professional learning experiences. Participants worked collaboratively to support each other in refining their presentations and shared facilitation strategies to encourage high levels of engagement in their own future workshops.



The Occasional Teacher Conference

This year's theme was "The Occasional Teacher's Toolbox: Reflect, Respond, and Restore." This conference included a series of workshops with practical strategies, resources, and networking opportunities tailored to the needs and interests of occasional and long-term occasional teachers. Occasional teacher members heard from dynamic panelists and presenters with an opening night panel that featured the voices of occasional teacher members who reflected on equity and anti-oppressive practices within occasional teaching. Members attended two workshops on a variety of topics, including supporting teacher wellness, classroom management strategies, and fostering belonging through an expressive arts-based workshop. Members were given the opportunity to network and reflect on the past year.

Regional and Provincial Classroom Management Course

This program has limited enrolment and is designed for classroom teachers who are experiencing significant difficulties with classroom management as identified by ETFO locals and/or PRS staff. The program intends to give assistance to teachers who are struggling with behaviour management, classroom management, and/or establishing effective procedures and routines.

ETFO hosted five classroom management courses in 2022-2023. Members appreciated the support and timely professional learning from their Federation.

The Women's Equality Project (WP)

The women's movement is a movement towards social justice and equity for all people through an exploration of economics and the workplace, education, gender-based violence, health, politics and the law, pop culture and the arts, and social movements. ETFO's *Women's Equality Project* honours the contributions to society made by diverse women and non-binary people. This resource provides tools for junior and intermediate students across the province to interrogate, activate, and dream for an inclusive tomorrow where women, girls, and female-identifying people are truly recognized and treated as equals.

A workshop was available to 10 locals, working in partnership with ETFO, to share the resource and to show how it can be used in junior/intermediate classrooms. Copies of the *Women's Equality Project* resource are available through shop.etfo.ca.

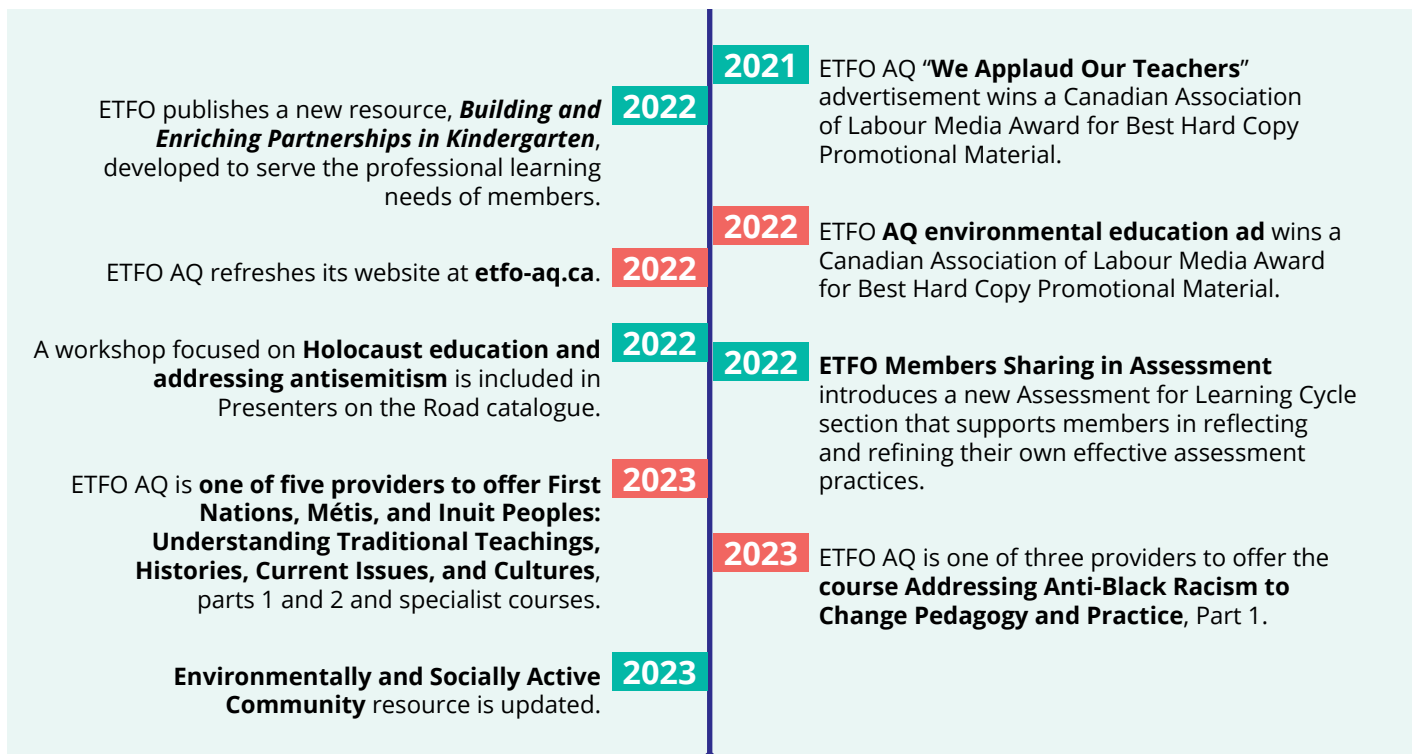
Workshops and Conferences

In addition to the highlights shared, PL/C Services offered several additional annual workshops and programs including:

- Breaking Barriers: Empowering and Engaging Girls in STEAM Learning (WP)
- ICT conference
- Inspire and Inquire
- Faculty of Education Federation Day presentations and workshops
- Making Classroom Assessment Work series
- Making a Difference – Supporting Positive Classroom Behaviour workshop
- Strategies to Support Students with Learning Disabilities workshop
- Summer Academy

<p>ETFO's Summer Academy is launched, providing three-day courses throughout the summer on a range of topics to support member-directed professional learning needs.</p>	<p>2003</p>	<p>2001 ETFO launches Reflections of Me... ETFO's Body Image Curriculum, a research-based resource to assist teachers in ensuring children develop positive body image and self-esteem.</p>
<p>ETFO launches a multi-year poverty and education project to support educators in understanding poverty issues.</p>	<p>2007</p>	<p>2007 ETFO hosts Teacher Working Conditions That Matter: An International Perspective for local leaders, other education leaders and stakeholders.</p>
<p>I am the Teacher: Effective Classroom Management for Occasional Teachers resource and workshop are created to assist daily and long-term occasional teachers with classroom management strategies, procedures, and routines.</p>	<p>2008</p>	<p>2007 to 2011 ETFO's Teachers Learning Together (TLT) project launches to support professional learning, involving 600 teachers, 95 teams, and 17 researchers. Resulting resources include <i>Teachers Learning Together: Lessons from Collaborative Action Research in Practice</i>, and <i>Learning Through Teacher Research: A Guidebook for Your Action Research Journey</i>.</p>
<p>ETFO's launches online Additional Qualification (AQ) courses. ETFO becomes one of Ontario's largest AQ providers.</p>	<p>2010</p>	<p>2011 ETFO organizes the Ultimate Block Party with the Ontario Science Centre, Royal Ontario Museum (ROM), Toronto Public Library, and others, focused on play-based learning for educators and families.</p>
<p>The PrideHouse That Kids Built, an arts installation and inclusion project, engages elementary students, educators, and school communities in the Toronto 2015 Pan Am/Parapan Am Games.</p>	<p>2015</p>	<p>2016 ETFO Members Sharing in Assessment (etfoassessment.ca) launches to reinforce and support the importance of teacher professional judgement and classroom assessment.</p>
<p>Annual Meeting motion passed that ETFO provide an annual Professional Learning/Curriculum (PL/C) conference for occasional teachers beginning in 2020-2021.</p>	<p>2019</p>	<p>2019 ETFO introduces STEM it Up (now called Breaking Barriers: Empowering and Engaging Girls in STEAM Learning) for women members interested in learning how to encourage girls to participate in STEAM activities and learning.</p>
<p>ETFO launches The Women's Equality Project, a curriculum resource consisting of seven modules which critically explore women in economics and the workplace, education, gender-based violence, health, politics and the law, pop culture and the arts, and social movements.</p>	<p>2019</p>	<p>2020 ETFO responds to the Ministry of Education's release of a revised Math curriculum during the pandemic.</p>
<p>ETFO releases a video to celebrate 10 years of Full-Day Kindergarten in Ontario.</p>	<p>2020</p>	<p>2020 ETFO commissions a report on the 10th anniversary of the introduction of the ground-breaking Ontario Kindergarten program. Dr. Gordon Cleveland's report, Ontario's Kindergarten Program: A Success Story. How We All Benefit from Quality Public Full-Day Kindergarten, is created in response to statements made by political leaders suggesting potential reforms to the program.</p>
<p>The book Possibilities: Addressing Poverty Issues in Elementary School is updated.</p>	<p>2021</p>	

ETFO MILESTONES... continued



EQUITY AND WOMEN'S SERVICES (EWS)

2SLGBTQ+ Online Resources

To continue providing resources for members, students, and the community at large, ETFO members curated a bank of resources and websites that can be referenced to support 2SLGBTQ+ education. The [online resource](#) is available at etfo.ca/socialjusticeunion.

Suggested Resources for Gender Independent Children and Transgender Youth/Adults

ETFO continues to update and enhance this online document that lists resources educators can use when working with gender-independent children and transgender youth/adults. The document lists organizations, resources, and links to school board gender expression and gender identity policies.

Indigenous Resources

The website etfofnmi.ca includes a list of resources developed by ETFO, teacher union affiliates, and others in the education sector, as well as the latest news and dates of significance. To support members in their learning and instructional practices, ETFO has developed resources that focus inclusively on First Nations, Métis, and Inuit (FNMI) world views and perspectives. The resources are developed by ETFO members (both Indigenous and non-Indigenous) and with the broader Indigenous community.

Anti-Racism and Gender Equity Resource (WP) - The Places We Meet

ETFO is developing curriculum resources that will support students in unlearning power stereotypes and forms of oppression that negatively impact girls and women. These resources will support educators to disrupt patriarchy within their practice while highlighting the strength and contributions of women with intersectional identities.

The Places We Meet includes lesson plans that can be used in Primary, Junior and Intermediate classrooms. These lesson plans address anti-racism and gender equity by focusing on the following topics: Black women's lives, the impact of Asian women, Indigenous women and girls, amplifying the voices of Muslim women, 2SLGBTQ+ realities, and disability justice.

The resource includes webcasts and posters that can be used to introduce members to the resource and guide them to understand topics of intersectional feminism. Through the different lessons and activities, educators are encouraged to create conditions for learning that honour the lived experiences, intersectionality, and cultural competence of their learners.



...and still we rise: Women in Solidarity (WP)

From February 15 to 17, ETFO held its signature conference, ...and still we rise, for members who identify as women. This was the second year of the refreshed version, which introduced women to the ETFO provincial community, and engaged and encouraged them to participate and become leaders in their schools, locals, communities, and the global women's movement. Approximately 250 members attended and were empowered by the passion of speakers Funké Aladejebi, Linda McQuaig, and Nahanni Fontaine, as well as presentations from Anjula Gogia and Janeen Yusuf.

Women were inspired by new learnings and strategies from the member-led workshops, and left the conference feeling strengthened to participate in feminist and social justice work in their professional and union spaces.

In May 2023, a select group of members from the February conference came together virtually for one day to enhance their leadership skills; further develop their intersectional feminist and anti-oppressive frameworks; and consider ways to action plan future participation and leadership in union, school/ community, and political spaces.

Lateral Violence Program (WP)

Twenty-nine members representing 20 different locals from across the province came together for the first annual two-day workshop on lateral violence in the workplace. Facilitator Chris Leonard addressed the origins of lateral violence, which are rooted in both colonization and oppression, the "look fors," and the tools to manage and respond to incidents of lateral violence.

Indigenous Women's Mentorship Program (WP)

This year-long, multi-session program includes Indigenous women mentees working alongside women mentors towards goals of leadership in ETFO and the greater labour movement, as well as reconciliation through the lens of *Etuaptmumk*, two-eyed seeing. The first session of the program featured keynote speaker Chief Linda Debassige from M'chigeeng First Nation speaking on the topic of Indigenous women in politics and maintaining identity. Follow-up sessions focused on education funding, collective bargaining, ETFO leadership programs, lateral violence, and skill-building sessions for presenters.

Conscious Classrooms – Responding to Gender-Based Violence (WP)

ETFO, in partnership with Toronto Rape Crisis Centre/ Multicultural Women Against Rape and White Ribbon, delivered three regional conferences that took place over two days. This women's program aims to enhance understanding of gender-based violence within school communities and how to create trauma-informed and gender-inclusive classrooms, as well as how to support students who have made a disclosure.

First Nations, Métis, and Inuit Women's Leadership Symposium (WP)

ETFO welcomed 16 Indigenous women from across the province for the seventh annual women's leadership symposium on March 29 to 30. Bo Yih Thom and Elder Kawennanoron Cindy White were keynote speakers. The program aims to support Indigenous women exploring leadership roles in ETFO and the greater labour community. This year's topics included navigating systemic racism in the workplace, compassion fatigue, and self-care strategies for members.

Leaders for Tomorrow (WP)

This is an intensive, year-long leadership development opportunity for women members who self-identify as FNMI, person with a disability, 2SLGBTQ+, and/or racialized. The program includes a variety of workshops and experiences related to leadership roles within ETFO both locally and provincially. This year, participants included 19 women from designated groups, who were involved in several activities, including: having courageous conversations, developing an anti-oppressive framework, Indigenous ways of knowing, being an ally, writing speeches, disrupting microaggressions, and chairing of meetings. Members were able to observe the May Representative Council meeting to see the work of ETFO's governance first-hand.

Leadership Forum for Black Women Members (WP)

This is the third year this leadership program was offered to Black women members as part of ETFO's Multi-Year Strategy to Address Anti-Black Racism Initiative. The program was developed to support the engagement and leadership of Black women members in the union. The focus over the two-day forum was to identify and expand the 40 participants' leadership skills and to develop a collective stance in anti-oppression using feminist frameworks with the aim to increase participation in ETFO. Highlights included presentations that focused on microaggressions and macroaggressions, exploring ETFO's multi-year strategy to address anti-Black racism, an overview of harassment policies, the *Human Rights Code*, what is covered under the collective agreement, issues in litigation as a means for challenging racism, anti-Black racism, anti-Indigenous racism in employment education, wellness, environmental racism, hearing the lived experiences of a panel of Black women ETFO members, and leadership styles and opportunities.



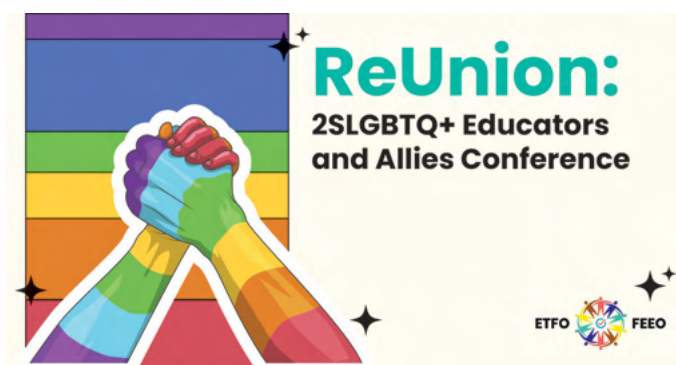
Mentor Coaching Institute for Women (WP)

This two-year program welcomed its third cohort in 2021, who continued their journey with this second year of learning and sharing together over the course of four sessions in 2022-2023. This year, discussions focused on leadership, goal setting, identity, power and privilege, the myth of imposter syndrome, and work-life balance. Mentees continued to work on their action plans.



2SLGBTQ+ Conference

ReUnion, ETFO's 2SLGBTQ+ conference for members and allies, took place at the provincial office. Presentations were provided by social worker Rahim Thawer and activist Tamara Lopez, and a preview on ETFO's new two-spirit resources was provided by author Ash Moreau.



Visions Program (WP)

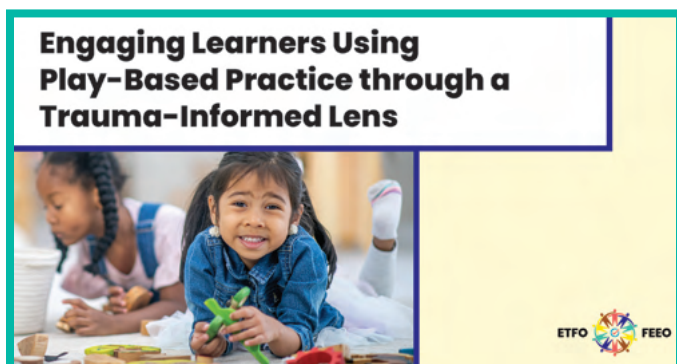
The Visions Program for members identifying as women in their first five years of ETFO membership focuses on building participants' knowledge of ETFO, the broader labour movement, and opportunities for union and social activism. This year, 26 members participated in six days (three sessions) of learning, networking, and sisterhood.



The program consisted of developing a feminist, anti-oppressive framework for union participation and activism, understanding the structure of ETFO provincial, investigating women's issues and labour history, and exploring ways to become involved as participants and leaders in the union by developing action plans. During the January 2023 session, members met a panel of women leaders who are taking up different spaces of local and provincial leadership within the Federation. During the March 2023 session, members heard from Thevaki Thevaratnam from the Ontario Federation of Labour on the topic of women's participation in the wider labour movement.

Equity Leadership Conference (WP)

This conference for women members interested in expanding their leadership within the union was held in March. Fifty members participated, representing designated early childhood educator locals, occasional teacher locals, and teacher locals. The conference featured an introductory keynote from Birgit Umaigba, a nurse who drew parallels between women working in health care and education. Layla Staats led the group in a rousing musical presentation about Indigenous sovereignty and water protection. Workshops included: supporting members, leadership in their locals, leadership styles, and opportunities for growth at provincial and local levels.



Engaging Learners Using Play-Based Practice through a Trauma-Informed Lens (WP)

Over 70 participants came together for multiple sessions presented by Right to Play Canada. Sessions explored trauma-informed practices and experiential play-based learning to support educators in their instructional practice. Participants left with an overview of trauma-informed practice and the opportunity to lead students in play-based activities.

Women in Action I and II (WP)

To support locals in organizing this signature women's leadership program, the provincial office provides member facilitators, curriculum materials, and a financial subsidy to offset costs for holding the in-person portion of the program. This year, interest from locals exceeded the funding allocated in the budget, and there was a waiting list of three locals who were interested in holding the program. In total, 12 programs were held from October to June, four of which were Level II. This year, we were pleased to support the Algoma, Greater Essex, Near North, Rainbow, and Simcoe locals.

Women in Action III (WP)

This third part of the well-established Women in Action I & II program is held annually at the ETFO office for up to 20 women members who are already undertaking leadership in their local or provincially. The program takes place over four days, with a session in May and a follow-up session in October. In 2022, 14 women completed the program, including designated early childhood educator, occasional teacher, and teacher members. Participants worked through issues such as allyship, feminist and transformational leadership, examples of activism, politics and power, and skills for negotiating. The program will be offered again in May and October 2024.

Local Equity and Women's Services Workshops

ETFO's equity and women's programs focus on the intersecting issues of gender, gender identity, faith, race, disability, sexual orientation, and class. These include the development of social justice-focused curriculum resources for early years to Grade 8 classrooms, as well as supplementary materials for members, committees, and community groups.

The following are equity workshops and professional learning opportunities that were offered to locals:

- Name it: Understanding Anti-Black Racism in Ontario Education
- LGBTQ Education Timeline
- Race and Education: The Water We Swim In
- Culturally Relevant and Responsive Pedagogy
- Busting Myths and Misconceptions about Indigenous Peoples
- Islamophobia Affects all our Students
- Drawing the Line Curriculum
- 2SLGBTQ+ Awareness in Primary Classrooms
- 365 ETFO Black Canadian Curriculum and Calendar
- Re-Thinking White Privilege
- Why Poverty
- Indigenous Community Engagement

Faculties of Education

ETFO provides equity workshops for teacher candidates as requested by faculties of education. EWS staff offered workshops on the following topics:

- Challenging and Championing 2SLGBTQ+ Issues
- Culturally Relevant & Responsive Teaching and Assessment Practices
- Everyone is Able
- Intersectionality & Anti-Oppressive Frameworks in Education
- Learning While Black: Addressing Anti-Black Racism in Education
- Possibilities: Addressing Poverty Issues in Elementary Schools
- Re-Thinking White Privilege

- Supporting Newcomers to the Classroom
- Cultural Appropriation vs. Appreciation

International Women’s Day Incentive Fund (WP)

Local incentive funding for International Women’s Day (IWD) is a women’s program that provides funding to locals to assist with costs related to providing local programs that promote and celebrate IWD events. This year, \$28,900 in funding was requested and provided to 15 locals. Of the locals that accessed this incentive fund, one was a designated early childhood educator local, one was an education support personnel local, four were occasional teacher locals, and nine were teacher locals.

Take Back the Night Local Incentive Fund (WP)

Local incentive funding for Take Back the Night events provides funding to locals to assist with costs related to organizing, participating, or partnering in Take Back the Night activities in the local and/or community. This year, 11 locals applied and were provided with incentive funding. Of the locals who accessed the fund, one was a designated early childhood educator local, five were occasional teacher locals, and five were teacher locals.

Disability Connections Incentive Funding

This incentive funding is intended for members to create classroom connections related to disability awareness. This can involve participating in an event within the community that centres the lived experiences of people with disabilities or inviting a guest speaker to educate the school community. Members can apply for up to \$300 in funding on members.etfo.ca.



Equity MILESTONES

...and still we rise, ETFO's annual leadership and social justice conference for women, is launched.

1999

1999

Equity and Women's Services service area is created to work specifically on equity and social justice issues.

ETFO participates in **Pride activities** and provides LGBT training for provincial and local executives.

2001

2000

Positive Space posters are distributed to schools.

Visions, a multi-session program for women members in their first five years of Federation membership, is launched.

2010

2004

Leaders for Tomorrow, a year-long leadership development opportunity for women members who self-identify as First Nations, Métis, and Inuit, persons with a disability, LGBTQ and/or racialized, is introduced.

The **Social Justice Begins with Me** resource is launched to help teachers address issues of equity and social justice in their classrooms.

2011

2011

ETFO's LGBT **Strategy for Challenging Homophobia and Championing Safe Workplaces** is adopted, leading to the creation of the **Inclusive SchoolPlace Starts Here** video and resources.

Everyone is Able, a DVD and guidebook curriculum resource that focuses on issues of ability/disability, is released.

2013

2012

The first ETFO **Gay Straight Alliance Symposium** for members is launched.

Delegates to the Annual Meeting adopt a **Transgender Policy**.

2015

2015

ETFO designs **The MentorCoaching Institute for Women**, bringing together mentors and mentees for a two-year mentoring journey.

The annual **First Nations, Métis, and Inuit (FNMI) Education Symposium** is launched to engage members in learning about FNMI perspectives and content.

2016

2015

ETFO releases the **Re-Think, Re-Connect, Re-Imagine (White Privilege Booklet)**, a groundbreaking curriculum guide in equity.

The ETFO **365 Black Canadian Curriculum** resource and workshop for grades 1 through 8 is released to encourage teachers to incorporate Black studies throughout the year.

2018

2016

ETFO launches its **Welcoming Refugee Children and Their Families into Our Schools** workshop to assist locals and members in welcoming Syrians and other newcomers arriving from crisis situations.

LGBTQ Timeline Education workshop and booklet are launched in partnership with the Archives.

2019

2018

ETFO releases its **Multi-Year Strategy to Address Anti-Black Racism**.

CODE Black Leadership Program (GP and WP) for Black members, the first of its kind in Canada, is launched.

2020

2019

Respond and Rebuild: A Guide to Culturally Relevant and Responsive Pedagogy workshop and booklet are launched to further extend education on privilege and equity education.

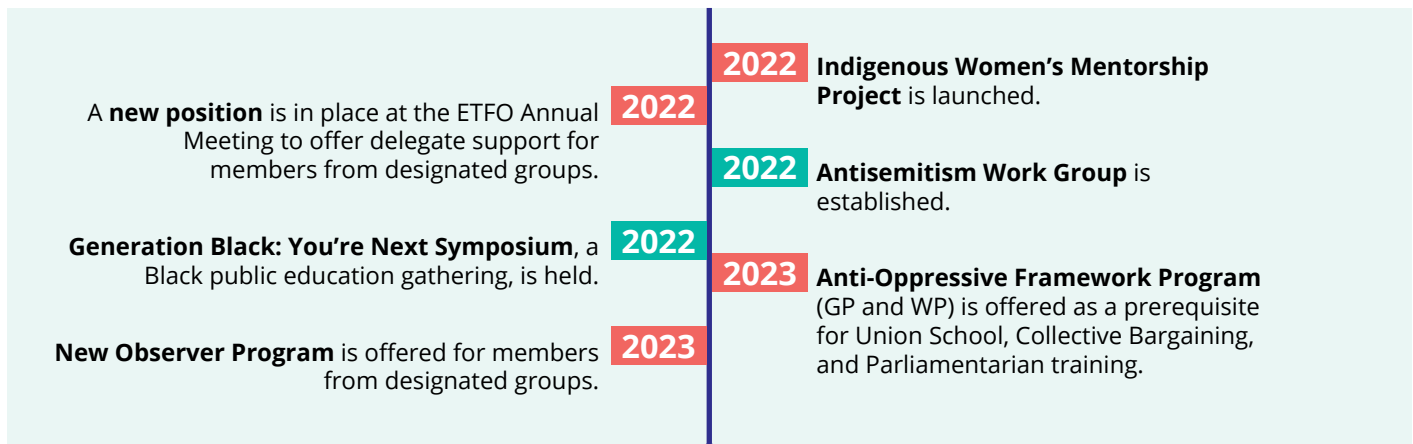
Positive Space brochure and pamphlet, in partnership with Egale Canada, PFLAG, and Black CAP, is developed, providing an intersectional tool for locals.

2021

2020

ETFO and the Toronto District School Board release a joint resource, including a webinar, to address **anti-Asian racism**.

ETFO MILESTONES... continued



HEALTH AND SAFETY SERVICES

ETFO's Health and Safety Services Area assists locals, committees, and members with advocacy and action for safer, healthier school communities. This year, the focus began to shift from COVID-19 to increasing concerns about workplace violence, but many common themes persist for all health and safety hazards, such as reporting, training, risk assessments, work refusals, and related psychosocial impacts. Absences caused by violence or ongoing illness continue to exacerbate workplace violence, and roles outlined in safety plans are sometimes filled by staff without the necessary training, or not filled at all.

The ongoing pandemic has also highlighted how poorly school infrastructure has been maintained. Prioritizing safe building infrastructure is part of ETFO's advocacy efforts through Building Better Schools and our education funding and pre-budget consultation submissions.

ETFO continues to monitor and provide guidance on other perennial workplace hazards, such as asbestos, lead in drinking water, and high temperatures in schools due to insufficient HVAC systems.

Provincial Working Group on Health and Safety

ETFO is represented by staff at the Provincial Working Group on Health and Safety (PWGHS) alongside representatives from other education sector unions and organizations, including the Council of Directors of Education and Ontario Principals' Council. The government has not

participated in PWGHS meetings during bargaining, with the exception of one meeting in September to discuss COVID-19 protocols for this school year. Education affiliates continue to collaborate, and staff continue to press for the resumption of meetings to discuss ongoing ventilation concerns, the increased reports of workplace violence, and the asbestos communications that have been put on hold, with limited information provided by government representatives via email throughout the year.

Joint Health and Safety Committees

Supporting local leaders and members of joint health and safety committees (JHSC) is key to enabling a strong Internal Responsibility System in each workplace. Local health and safety representatives contacted staff for advice on recommendations, inspections, and their entitlement to information. ETFO Health and Safety Services staff continued to support members who believed their work was likely to endanger them, with some members opting to exercise their right to refuse unsafe work.

JHSCs continue to be reminded of the requirement under the *Occupational Health and Safety Act* to seek approval from the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) for their multi-workplace structure arrangement. ETFO staff is available to advise locals on changes to their terms of reference to support their multi-workplace JHSCs. Protecting existing committees is vital, as they provide central oversight for monitoring and addressing concerns and identifying trends.



Consultations and Advocacy

ETFO participated in several consultations on government proposals again this year, including a new training standard for JHSC certification and proposed changes to consumer product labelling by the federal government.

Staff participated in the work of the health and safety committees of the Ontario Teachers' Federation, the Ontario Federation of Labour, and the Canadian Labour Congress, discussing concerns about inadequate enforcement by the MLITSD, as well as strategies to address health and safety concerns.

ETFO joins the labour movement in advocating for proper funding to sustain the Workers Health and Safety Centre (WHSC) and the Occupational Health Clinics for Ontario Workers. Health and Safety Services staff continue to share the excellent resources that each of these partner organizations provides. The WHSC is under new leadership and has rebranded. With increased opportunities for WHSC instructor training, five ETFO members have become instructors for the WHSC within the last year.

Workshops

Training is the cornerstone of every health and safety program. Training ensures members are aware of their rights, know how to control their exposure to hazards, and use JHSCs and the MLITSD for enforcement, if necessary. ETFO staff planned, developed, and presented the following:

- ETFO's Provincial Health and Safety conference was held November 7 and 8. Seventy-five health and safety activists participated in workshops on workplace violence or psychosocial health and safety hazards.
- ETFO's special conference on Women Addressing Gender-Based Workplace Violence (WP) was held January 19 and 20 with 39 members attending.

- ETFO's Women's Health and Safety Conference (WP) was held February 6 and 7 using a gender framework to support the leadership development of 22 women members to build knowledge and advocacy for safer and healthier workplaces.
- ETFO's health and safety special topics conference this year, Staying Healthy and Safe in Special Education, was held March 24 and 25 for 40 participants.
- ETFO's Regional Health and Safety Training was held in five locations across the province in April and May. Every local was invited to send at least one delegate to develop knowledge, advocacy, and leadership in health and safety with a focus on asbestos and workplace violence. Sixty-four members participated in the regional training.
- Health and Safety staff presented at workshops offered by other service areas, including: Fall Leadership, New President Training, Beyond the Basics, Visions Conference, Union School, and Virtual Academy.

WHSC Subsidy (WP) is available to support the leadership development of women members as they build their knowledge and advocacy for safer and healthier workplaces.

ETFO Pandemic Experience Survey Results Published

Research by Occupational Health Clinics for Ontario Workers and the Institute for Work and Health based on the survey of 5,000 ETFO members at the end of 2020 has been published in two articles:

"The Psychosocial Work Environment Among Educators During the COVID-19 Pandemic" appeared in *Occupational Medicine*, an international peer-reviewed journal published by Oxford University Press.

"Perceived Adequacy of Infection Control Practices and Symptoms of Anxiety Amongst In-Person Elementary School Educators in Ontario" was published online in the *Journal of Occupational and Environmental Medicine*.



ETFO Health and Safety MILESTONES



For workplace health and safety workplace resources and information, please visit

etfohealthandsafety.ca

COLLECTIVE BARGAINING (CB) SERVICES

Collective Bargaining Conference

The ETFO 2022 Collective Bargaining Conference was held in person on November 2. Approximately 280 participants attended from locals across the province. The conference provided participants with an update on the status of central bargaining and supported the leadership development of local leaders and members of collective bargaining teams to build their knowledge and capacity for the 2022 round of collective bargaining. Local presidents, chief negotiators, and up to two additional members of their local collective bargaining committee were invited to attend the conference.

Women's Collective Bargaining Issues Conference, Level 1 and Level 2 (WP)

In November, participants attended the Women's Collective Bargaining Issues Conference, Level 1 (WP), an entry-level training session that provides opportunities for women members to learn and develop skills that will assist them in becoming involved in the bargaining process locally. The theme of this year's conference was "Knowledge is Power – Demystifying Collective Bargaining," and included keynote speaker MaryAnne Laurico, staff regional representative from the Public Service Alliance of Canada. Participants engaged in collective agreement comparison activities, discussed collective bargaining issues facing women today, and received an overview of ETFO's collective bargaining process.

In May, women members who had previously participated in Level 1 were provided an opportunity to take part in Women's Collective Bargaining Issues Level 2 (WP). Women expanded their knowledge of the collective bargaining and negotiations processes while developing personal skills to bring to leadership roles in their locals. Participants learned from a panel of local leaders and engaged in an analysis of women's issues in bargaining and an intensive bargaining role play.

Intensive Grievance Arbitration Workshop for Women Leaders (WP)

This year, the Intensive Grievance Arbitration Workshop for Women Leaders (WP) was held in January. During this three-day workshop, local women leaders received training about grievance arbitration basics, grievance handling, how to

investigate grievances, and how to write grievance letters. Members explored effective advocacy during grievance meetings with school board personnel and how to resolve grievances from a position of strength. Highlights of the session included members preparing and participating in simulated grievance meetings and arbitration hearings before a labour arbitrator.

Bargaining for Equity and Social Justice (WP)

Held in May, this two-day conference is an entry-level program for women members who have been, or would like to be, engaged with their locals in some capacity, including as members of local collective bargaining committees, local standing committees, as workplace stewards, or members seeking to be more involved. Participants explored the concept of bargaining for equity and social justice in order to engage in the current round of bargaining and begin conversations and planning for future rounds. The conference included workshops and presenters that helped participants develop a more complex and intersectional view of our membership. Participants explored practical skills needed at the bargaining table and considered how collective agreements can better serve a diversity of needs and advance social justice.

Collective Bargaining Academy

ETFO Collective Bargaining Academy is offered biennially. It is a year-long, structured, focused extension of the other significant leadership activities provided by ETFO and provides an opportunity for ETFO local leaders to enhance their skills in collective bargaining. The program includes training from the Stitt Feld Handy Group, and participants receive the prestigious Negotiations Skills Certificate from the University of Windsor's faculty of law upon the completion of the program.

Arbitration Round-Up: Recent Labour Arbitration Decisions Webinar

Conducted by CB Services staff in June, this interactive webinar reviewed notable labour arbitration and labour board decisions from the past year. Participation was open to presidents, chief negotiators, grievance officers, and released local leaders.

Bill 115 Remedy Decision

In February 2022, Justice Thomas R. Lederer issued his decision on the ETFO remedy for Charter violations that stemmed from the provincial

government's imposition of Bill 115, the *Putting Students First Act*, in 2012. In his original ruling on April 20, 2016, Justice Lederer held that Bill 115 substantially interfered with collective bargaining contrary to section 2(d) of the Charter. However, he did not determine a remedy at that time. Instead, the parties were directed to negotiate a fair remedy, but were unable to reach an agreement and had to return to Justice Lederer for a decision on remedy.

The significant award issued to ETFO of \$103,100,000 represents the largest award issued to any of the parties to the initial Charter challenge. This award will result in a one-time cash payment of damages to eligible ETFO members who were employed by a school board during the 2012-2013 and/or 2013-2014 school year(s). After a comprehensive communication/outreach strategy and eligibility confirmation process, eligible members received compensation by June 2023.

Court Decision Regarding Bill 124

On November 29, the Ontario Superior Court of Justice found that the Ontario government's decision, under Bill 124, to impose a three-year wage freeze for ETFO members and other public service workers was unconstitutional and violated workers' collective bargaining rights. Bill 124 unilaterally imposed a one per cent cap on annual compensation increases in the public sector for a period of three years. For the education sector, this three-year period started in 2019 and spanned the duration of the 2019-2022 collective agreement.

Justice Koehnen ruled that the entirety of Bill 124 was void and of no effect, but he declined to comment on a redress (i.e., financial reimbursement) for loss of salary/wages as a result of Bill 124's interference in the collective bargaining process. More information can be found at www.etfo.ca.

2022 Round of Central Bargaining

Bargaining at both the Education Worker and Teacher/Occasional Teacher central tables began on August 30.

Education Worker Central Table

On September 6 and 7, the ETFO Education Worker Central List was agreed to and shared with members on September 8 through *Collective Bargaining Bulletin #1*.

Negotiations continued at the Education Worker Central Table throughout the fall and winter, and into the spring.

Teacher/Occasional Teacher Central Table

On September 19 and 23, discussions were focused on the development of the Teacher/Occasional Teacher Central List. The parties were unable to come to a mutual agreement regarding the inclusion of "hiring practices" on the central list, so ETFO filed a formal application to the Ontario Labour Relations Board (OLRB) under section 28 (4) of the *School Boards Collective Bargaining Act* to resolve the matter of hiring practices.

On December 2, OLRB Vice-Chair Jesse Kugler found that the issue of occasional teacher hiring practices falls within the scope of central bargaining at the Teacher/Occasional Teacher Central Table for the 2022 round of bargaining.

On January 16, agreement was reached on the items to be included in the 2022 Teacher/Occasional Teacher Central List. This was shared with members on January 18 through *Collective Bargaining Bulletin #5*.

Negotiations at the Teacher/Occasional Teacher Central Table are ongoing.

Local Bargaining

CB Services staff worked throughout the year with local leaders and bargaining teams to prepare for, and engage in, local bargaining. This included gap analysis, surveying members on local issues, developing local preliminary submissions, and engaging in negotiations with school boards. During the 2022 round of collective bargaining, ETFO will negotiate 88 local/bargaining unit collective agreements.

Collective Bargaining Communications

ETFO CB e-newsletters are sent to approximately 81,000 members via email and posted on ETFO's collective bargaining website (etfocb.ca) and social media, apprising members of the developments in central bargaining, including notice to bargain and the establishment of central bargaining dates.

CB bulletins are provided to local presidents for distribution to their member lists through their communication channels. These bulletins are posted on the ETFO member site at members.etfo.ca for members to access directly.

ETFO's CB website (etfocb.ca) includes detailed technical bargaining information. It serves as a one-stop hub where members can access links to bargaining bulletins, social media shareables, education and bargaining-related news, and

bargaining-related media. It is updated regularly with information related to the 2022 round of bargaining. It is dynamic and has the capacity to be updated quickly with timely collective bargaining information.

ETFO CB also maintains active social media accounts on Twitter and in a members-only Facebook group with almost 10,000 members. This group is moderated by ETFO staff and provides members with an opportunity for open dialogue and discussion.

On March 1 and 2, ETFO members were invited to participate in telephone town halls, where they received a central bargaining update and a review of the Bill 124 court decision and its impact on central negotiations and ETFO collective agreements. Members also had an opportunity to ask bargaining-related questions. There were two town halls held each evening, for a total of four town halls. Locals were assigned a designated date and time for their members to participate.

In May and June, Steward Plus One Meetings were held in ETFO locals across the province. The purpose of these meetings was to engage and mobilize members on central bargaining issues. Stewards and one other ETFO member from each teacher worksite, as well as the executives of the occasional teacher and education worker locals, received information that they took back and shared with ETFO members at their worksites.

PROFESSIONAL RELATIONS SERVICES (PRS)

PRS staff provides daily “on-call” advice to members, stewards, and local leaders on a wide variety of workplace issues and members’ rights and responsibilities. This includes conflict resolution, ethics, accommodation, return-to-work issues, human rights, Ontario College of Teachers (OCT)/College of Early Childhood Educators (CECE) complaints, Children’s Aid Society (CAS) and police investigations, performance appraisals, reporting workplace violence, Workplace Safety and Insurance Board (WSIB) claims, and long-term disability (LTD) claims.

PRS Matters and Booklets

Through *PRS Matters Bulletins*, staff provides advice about legislative changes and legal and professional issues in steward mailings. They can also be accessed online at members.etfo.ca under Resources.

Members should familiarize themselves with ETFO’s recently updated booklets, *Guide to Pregnancy and Parental Leave* and *A Member’s Guide to EI*. They can be accessed online at members.etfo.ca under Resources/Professional Advice/Member Information and Guides.

PRS Podcast

The *PRS Matters* podcast provides ETFO members with the information and resources they need to ensure that Ontario’s public education system thrives and that the rights of ETFO members as workers are upheld. Episodes can be accessed on the ETFO member site (members.etfo.ca) under Resources/PRS Matters Bulletins.

Children’s Aid Society and Police Investigations

PRS staff continues to advise and support members facing allegations of inappropriate conduct towards students, which are almost always reported to CAS and/or police. Most police investigations do not result in criminal charges being laid, and most CAS matters do not result in the verification of any child protection concerns. Members are impacted by investigations regardless of the outcome, and often describe a negative effect on their mental health and well-being.

PRS involvement in these matters remains critical to ensuring that members facing allegations have appropriate legal and professional advice, representation, and support throughout, particularly given the impact that the outcomes of these investigations can have on a member’s relationship with their school board and on any related college complaints.

College of Early Childhood Educators (CECE)

PRS staff continues to counsel and support members at the CECE regarding investigations related to professional misconduct, incapacity, and fitness to practise, along with monitoring activities at the college.

Staff continues to encourage the CECE to provide greater transparency to the public by providing access to reports provided to council members. As well, staff has strongly encouraged the college to allow members to receive support through the oral admonishments/reprimands process should they request it.

The CECE has launched People Connect, a free, confidential, online wellness service for its members. Members of the CECE can access this resource by creating an account online through cecementalhealth.com. New members of the CECE will be able to access this service approximately one month after their date of registration with the CECE.

Members of the CECE have been completing the Sexual Abuse Prevention Program (SAAP) as part of the Continuous Professional Learning Program.

Ontario College of Teachers (OCT)

PRS staff continues to counsel and represent members at the OCT regarding investigations related to professional misconduct, incapacity, and fitness to practise, along with monitoring activities at the college.

Staff has also received feedback from members regarding delays at the college as they tried to have updates to their certification or other information processed. Throughout the year, the OCT provided updates about improvements made to alleviate the extended timelines experienced by applicants and existing members by leveraging the use of technology, increasing staff, and redeploying existing staff.

Most teachers successfully completed the SAPP by September 15, 2022. Members who did not complete the SAPP had an opportunity to request a one-time, one-year extension. If the request was granted, the new deadline for completion will be September 15, 2023.

OCT Council approved an annual membership fee of \$200, effective 2023. The fee increased from \$170 to \$200.

The college incorporated a case-study series in its January 2023 newsletter with the goal of helping members avoid potential work-related risks.

Employment Insurance Update

The federal government announced the long-awaited increase in sickness benefits through Employment Insurance. Sickness benefits have increased from 15 weeks to 26 weeks, effective December 18, 2022.

Workshops

The focus of PRS workshops is to prevent professional issues before they arise by informing members of their rights and obligations. Workshops also address recent changes to education and workplace legislation.

This year, staff responded to requests from local leaders, members, and faculties of education to address professional issues, including rights and responsibilities, teacher performance appraisal and the New Teacher Induction Program, occasional teacher evaluations, pregnancy and parental leaves, professional boundaries, mental health, and pensions.

Staff also offered leadership development workshops at Fall Leadership and the New Presidents Training.

Focus Group of Racialized Members

A PRS focus group was held this spring to seek information from members who self-identify as racialized. Member participation helped PRS staff examine the level of support and programming that could be provided to members of this priority group. Eligible members were asked to participate in the focus group to share lived experiences of issues of racism or discrimination within the workplace and with colleagues; provide input on difficulties experienced within the workplace; and recommend additional supports, resources, and programming that PRS could provide to the membership.

Annual Conferences

The focus of PRS conferences is to prevent professional issues before they arise by informing members of their rights and responsibilities. Conferences also address recent changes to education and workplace legislation, as well as current issues impacting the education profession:

- **Balancing Act – Women’s Health Conference (WP)** explores women members’ health and wellness. The goal is to assist members in achieving more work-life balance, and to bring awareness to health and wellness supports available through the union, school board, and community. Participants attended workshops on topics including: building anti-racist pedagogy through introspection and well-being, Black maternal health, WSIB claims for workplace mental health injuries, and collective care and interdependence as a strategy for continued wellness.
- **Beyond the Basics Conference (WP)** is a leadership program for local leaders in a released position, a member of a local executive, committee chairs, or active members interested in expanding their knowledge in the area of PRS. Presentations were on a range of topics, including impairment at work, difficult conversations, WSIB, note-taking, and professional boundaries.

- Local leader webinars through the Virtual Academy provide local leaders the opportunity to engage in dialogue about PRS issues. This year, leaves and benefits, long-term disability, and supporting members were topics explored.
- Planning and Programming is a course intended to help teachers who are experiencing difficulties using the curriculum to plan their programs. This course is held twice a year.
- Professional Boundaries is a course for members who are required by the school board or OCT/CECE to take training on professional conduct and boundaries to assist them in understanding their responsibilities.
- Ounce of Prevention Kindergarten Conference is a program for Kindergarten teachers and DECE team members. This year's sessions were based on the ETFO resource *Building and Enriching Partnerships in Kindergarten*.

Workplace Safety and Insurance Board

This year's WSIB conferences/presentations for ETFO members and local leaders included:

- New Presidents Training – stress claims and WSIB return to work
- ETFO Health and Safety Conference – the intersection of WSIB and health and safety, with a focus on stress claims
- Beyond the Basics Conference – workplace mental health injuries

ETFO remains committed to helping members get WSIB entitlement for work-related injuries or illnesses. The most common work-related injuries ETFO manages are mental stress injuries and traumatic brain injuries, especially concussions. These cases are complex and challenging. The WSIB rarely grants entitlement for mental stress injuries and, along with school boards, often forces members suffering from brain injuries to return to their regular duties before they are ready. PRS involvement in these cases is crucial to ensure that injured members return to work safely and that they get the compensation to which they are entitled.

ETFO's *A Member's Guide to WSIB* can be accessed on the ETFO member site (members.etfo.ca) under Resources/Professional Advice/Member Information and Guides.

Long-Term Disability (LTD)

ETFO's *A Member's Guide to Long-Term Disability* has been updated, as of March 2023. This guide provides information about LTD, including: the provincial ETFO plan terms, filing a claim, the two different definitions of disability in the plan, the application process, reasonable and customary treatment, tips for a successful claim, appealing claim denials/terminations, tips for a successful appeal, and the type of assistance ETFO can provide once an appeal has been denied. This guide also provides valuable suggestions that will be helpful for ETFO education worker members who may be covered under a school board LTD plan. It can be accessed at members.etfo.ca under Resources/Professional Advice/Member Information and Guides.

Local leaders were provided with opportunities to learn more about the LTD plan through New Presidents Training. A workshop offered at the Ounce of Prevention program in June 2023 offered members information related to many aspects of the LTD process. Educational emphasis was placed on the importance of the Early Intervention processes, the importance of using the ETFO's member guide as a supporting resource, and reminders that while on most board-approved leaves of absence members must continue their LTD contributions as part of the terms of the LTD plan.

As always, PRS staff is available to help local leaders support their members through the various LTD processes. Staff also assists members when they are experiencing difficulties related to LTD, including the opportunity to have their claim reviewed by ETFO staff and legal counsel if their LTD appeal has been denied by the insurer. Staff and legal counsel determine whether the claim meets ETFO's LTD case selection criteria and if legal support can be offered to the member to advance their claim against the insurer.

PRS staff is happy to report that the LTD plan remains stable. Member contribution rates did not increase and, also of note, the pre-existing condition was recently removed. OTIP added a variety of new services for members that are aimed to provide support before and after the LTD claim process is initiated. A new appeal process has also been implemented to assist members whose claims have been denied. Unsurprisingly, LTD activity was greatly impacted by COVID-19 over the past few years. Many members struggled to cope with radical change, unpredictable situations, and unexpected health compromises. However, it appears that claim activity is returning to pre-pandemic patterns.

The first PRS Matters Bulletin is provided to members, providing timely advice on key professional issues.	2001	1998	The first PRS resource, <i>After the Chalk Dust Settles</i> , is published to provide strategies to cope with change, find a balance between work and home, and achieve overall wellness.
24/7 legal assistance is provided to members.	2004	2003	<i>Infection in Pregnancy: Minimizing the Risk In Schools</i> is released.
ETFO releases the ETFO Guidebook to Pregnancy and Parental Leave .	2008	2009	First PRS Conference , Professional Relations Issues and Leadership Skills for Women, is held.
ETFO creates workshops and webinars for its new DECE membership .	2010	2012	ETFO achieves central language on supplemental top-up benefits for pregnant teachers, providing consistency throughout the province.
PRS develops a local leadership training program, Expanding Our Knowledge , on relevant legal issues, member rights and responsibilities, and professional boundaries.	2013	2013	<i>Think Before You Click</i> is released to assist member learning about professional boundaries and the use of social media, electronic communications, and digital technology.
ETFO creates a course to assist members with professional boundaries .	2014	2017	ETFO wins protection for members on maternity leave, ensuring they aren't required to set foot in the classroom to accept a job if they are on maternity leave .
PRS develops a new video: Well-Being in the Workplace: Taking Care of You .	2017	2021	PRS develops new videos : <i>Mental Health with Dr. Donna Ferguson: Maintaining Optimal Mental Health, Particularly During the Pandemic</i> and <i>Mental Health with Dr. Donna Ferguson: Dealing with Stress, Anxiety and Panic Attacks</i> . These videos were created in partnership with the Centre for Addiction and Mental Health.
ETFO provides local leader town hall for dialogue on PRS issues.	2018	2021	PRS updates the virtual legal assistance cards for members .
PRS develops a new fact sheet, Your Union, Your Responsibility: Reflecting on Conduct, Dealing with Conflict Among Members .	2021	2022	PRS Matters podcast is launched to provide members with information and resources.
The first PRS human rights full-day workshop is hosted. Members are led through an overview of their rights and responsibilities under the <i>Human Rights Code</i> in Ontario.	2022	2022	ETFO releases an update to A Member's Guide to the WSIB .
ETFO releases an update to its publications, Guide to Pregnancy and Parental Leave, A Member's Guide to Long-Term Disability, and A Member's Guide to EI .	2023	2022	PRS develops a new human rights officer training webcast .



FEATURE

**INDIGENOUS
STORYTELLING
AND
ENVIRONMENTAL
CONNECTIONS**

Teri-Lyn Flemming considers the value of integrating an environmental focus and the art of storytelling into curriculum areas from STEM to Social Studies.



ETFO Voice keeps members updated on professional and political issues through its quarterly print publication and online at etfovoice.ca.

Fall Issue Highlights:

- A focus on the importance of investment in public education
- Systemic reasons to end EQAO
- Podcasting as a way to facilitate storytelling among students
- Holocaust education
- ETFO's bargaining goals



Spring Issue Highlights:

- Climate justice issue
- Indigenous storytelling and environmental connections
- Interview with a young climate activist
- Supporting the special education needs of students
- The importance of teacher professional judgement



Winter Issue Highlights:

- Why public schools need more Black educators
- Girls, activism, and the environment
- Standing up to Ford on Bill 28
- ETFO's Generation Black: You're Next! symposium
- ETFO benefits as a critical bargaining goal



Summer Issue Highlights:

- Annual women's issue
- Gendered impacts of the Ford government's labour policies
- Women's leadership and legacy
- Engaging girls in Science, Technology, Engineering, Arts, and Math
- Including diverse women's voices in the History curriculum



ETFO Websites

Building Better Schools

Building Better Schools

buildingbetterschools.ca

ETFO's public education platform with resources that contribute to public discussion on how to make our public schools the best they can be.



Collective Bargaining

etfocb.ca

This is the official website of ETFO's collective bargaining efforts.



ETFO-AQ

etfo-aq.ca

ETFO's site for Additional Qualifications courses developed and delivered by teachers for teachers.



ETFO Events

events.etfo.org

ETFO members can register for ETFO events on this website, which includes an events calendar to showcase what is on offer currently. ETFO events, presented by service areas, are offered throughout the year.



First Nations, Métis, and Inuit Education

etfofnmi.ca

This website includes a compiled list of First Nations, Métis and Inuit (FNMI) resources developed by ETFO, teacher union affiliates and others in the education sector.



Health and Safety

etfohealthandsafety.ca

Information about issues affecting member wellness including how to prevent or deal with hazards in the school community, violent incidents, and initiatives to make health and safety a priority in school boards.



Members Sharing in Assessment

etfoassessment.ca

A website to help members enhance their understanding of assessment and learn new strategies and approaches.



Members Secure Site

members.etfo.ca

Register to gain access to resources, program information, and much more.



Occasional Teachers

etfo-ots.ca

A website designed to help occasional teachers with curriculum documents and lesson plans, it also provides advice on pertinent legal issues and more.



Professional Learning in the Early Years

etfopley.ca

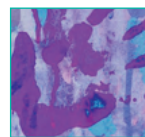
Supporting educators in learning more about teaching in the early years, the site includes videos, facilitator guides, photo galleries, and classroom tours of early years classrooms.



Shop ETFO

shop.etfo.ca

A site to purchase ETFO-branded clothing, stationery and other fun items as well as ETFO resources for educators.



The Heart and Art of Teaching and Learning

heartandart.ca

A comprehensive resource for beginning teachers to continue their learning journey and interact directly with other educators like them.



Voice

etfovoice.ca

This is the official website of ETFO Voice magazine containing current and back issues as well as blog posts and book reviews.

ETFO 2022–2023 Member Survey: WHO WE ARE

The ETFO All-Member Survey helps to inform decisions about programs and activities and predict future member needs. ETFO received responses from approximately 27 per cent of members who received the survey.

Membership Population*

Member Type	2014 2015	2015 2016	2016 2017	2017 2018	2018 2019	2019 2020	2020 2021	2021 2022	2022 2023
Teachers	57,208	57,004	57,604	58,839	59,931	58,367	58,107	56,730	57,565
Occasional Teachers (OT)	20,311	20,335	20,958	24,121	25,621	25,178	28,532	27,294	27,702
ESP/PSP/DECE/ALI**	2,677	2,956	2,990	3,114	3,229	3,337	3,840	4,124	4,089
Total	80,196	80,295	81,552	86,074	88,781	86,882	90,479	88,148	89,356

*These numbers reflect a headcount, and some members may have multiple membership types.

**ESP – education support personnel; PSP – professional support personnel; DECE – designated early childhood educators; and ALI – adult literacy instructors.

Membership

- Teacher membership increased slightly this year.
- Occasional teacher membership also saw a marginal increase.
- There was a slight decrease in the ESP and DECE numbers.

Gender

The percentage of ETFO members who are women has remained stable at between 80 and 82 per cent over the past 18 years. This year, 0.39 per cent of the membership who responded to the survey identified their gender as “other.”

Age

Teacher members:

- Over 75 per cent are aged 35 to 54, while slightly more than 10 per cent are 34 or under.
- The number of those aged 45 to 54 has remained stable at 43 per cent.
- The 55 to 64 age group has also remained the same as last year with almost 14 per cent.

OT members:

- Almost 15 per cent are aged 55 to 64, while slightly over 28 per cent are 34 or younger.
- The 45 to 54 age group has increased this year with just over 16 per cent.

- There was also an increase to those aged 55 to 64, up to almost 22 per cent.
- Members 65 years of age or older increased this year, and now stand at 10 per cent.
- Forty-seven per cent are over 45 while 25 per cent are under the age of 34.

DECE members:

- Fourteen per cent are under the age of 34, while 54 per cent are over 45 years of age.

Grades Taught

- Approximately 22 per cent of ETFO members reported that they taught a combined grade, with the most common combined grade being JK/SK.
- Just over two per cent of members reported that they taught in a triple-combined grade.
- Twelve per cent of women members reported teaching Kindergarten, compared with only four per cent of men.
- Eight per cent of men members reported teaching Grade 8 compared with slightly less than three per cent of women members.

Part-time Work

- Five per cent of teacher members work part-time.
- Only 2.7 per cent of male teachers work part-time, while 6.6 per cent of female members indicated they work part-time.

Qualifications

ETFO members with a BA, B.Sc. 75%
 ETFO members with a BEd 82%
 ETFO members with a master's degree 17%

Members with one specialist certificate 32%
 Members with two specialist certificates..... 18%
 Members with no specialist certificate..... 42%

Qualifications Evaluation Council of Ontario (QECO)
 ETFO members with rating of A4 79%
 ETFO members with A3 rating 11%

Teacher Members – Years of experience

Years of Experience	2022-2023	2002-2003
Less than 1 year	0.3%	2%
1-4	5%	19%
5-10	16%	19%
11-15	20%	18%
16-20	23%	12%
21-25	25%	11%
26-30	8%	11%
31+	2%	5%

Slightly more than five per cent of teacher members have less than five years of experience, 21 per cent have less than 11 years of experience, and two per cent have more than 31 years of experience.

OT Members – Years of Experience

Years of Experience	2022-2023	2003-2004
Less than 1 year	3%	10%
1-4	26%	20%
5-10	25%	10%
11-15	10%	6%
16-20	8%	4%
21-25	6%	4%
26-30	6%	7%
31+	16%	30%

Twenty-nine per cent of OT members have less than five years of experience, and more than 15 per cent have more than 31 years of experience.

DECE Members – Years of experience

Years of Experience	2022-2023	2014-2015
Less than 1 year	1%	0.6%
1-4	10%	91%
5-10	39%	4%
11-15	25%	2%
16-20	8%	0.9%
21-25	9%	0.5%
26-30	4%	0.3%
30+	4%	0.2%

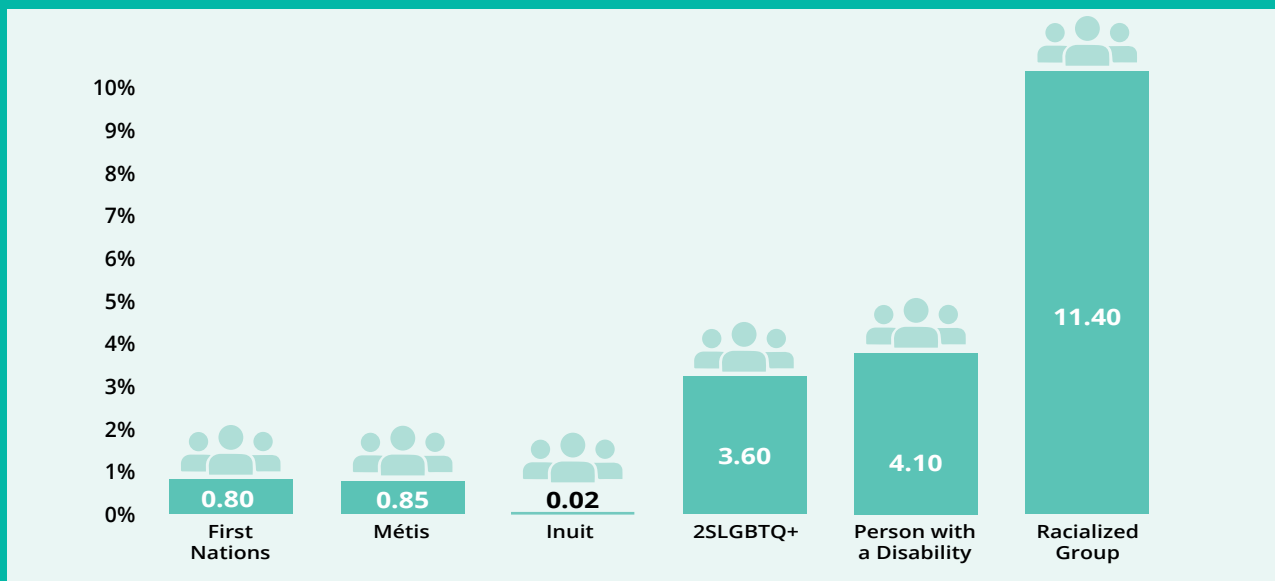
Almost 50 per cent of DECE members have less than 11 years of experience.

ESP/PSP/ALI Members – Years of experience

Years of Experience	2022-2023	2003-2004
Less than 1 year	5%	1%
1-4	23%	17%
5-10	17%	24%
11-15	13%	24%
16-20	10%	17%
21-25	16%	3%
26-30	9%	1%
30+	6%	0%

Twenty-eight per cent of ESP/PSP/ALI members have less than five years of experience and 6 per cent have more than 31 years of experience.

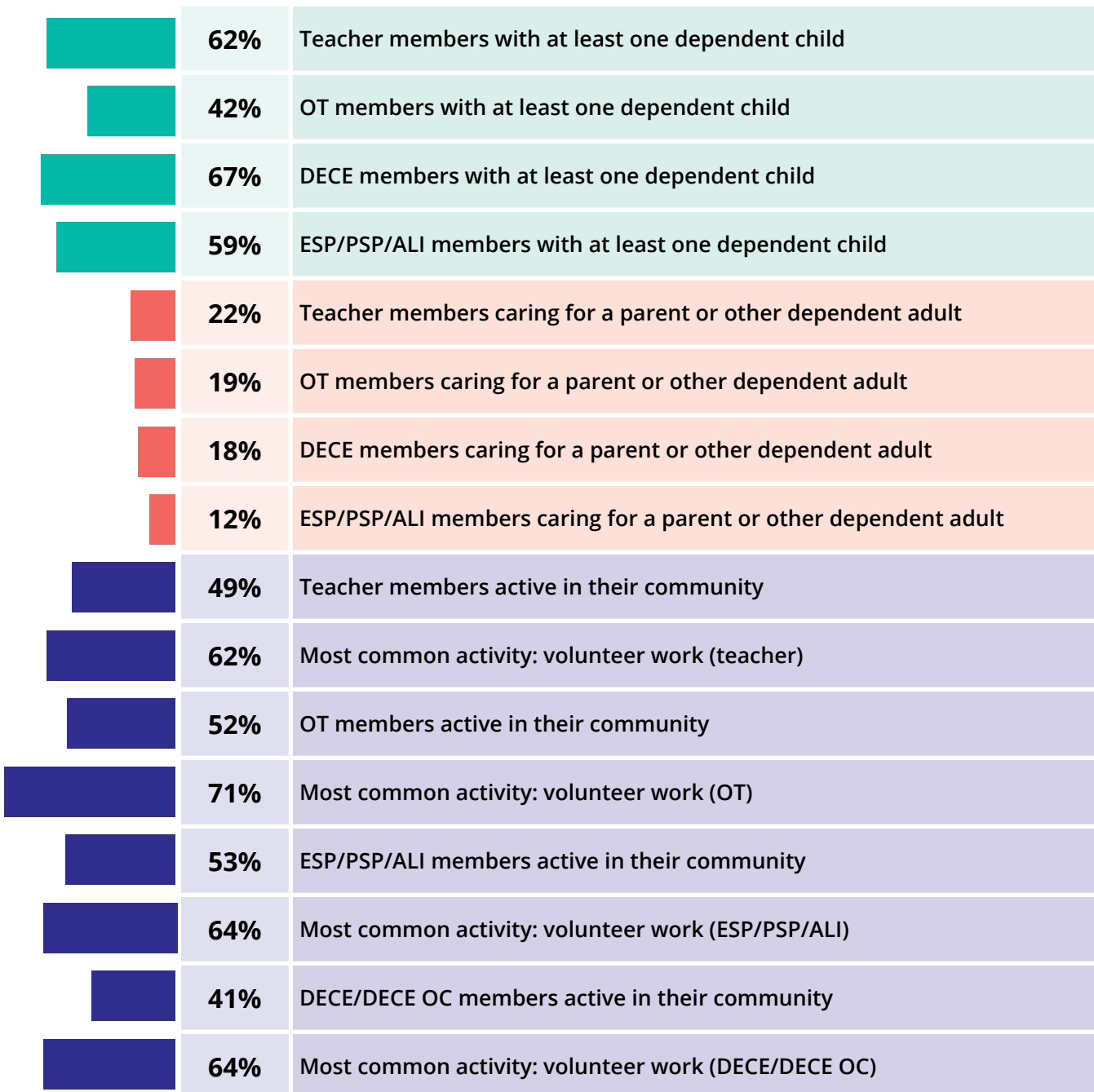
Member Self-Identification



- Just under 1.7 per cent of teacher members report being either First Nations, Inuit, or Métis. That compares to just over 1.4 per cent for OT members, 1.3 per cent for DECE members, and approximately eight per cent of ESP/PSP/ALI members.
- The percentage of teacher and OT members who report being a person with a disability is over 4 per cent. That compares to just over 1.8 per cent for DECE members and over 5.4 per cent for ESP/PSP/ALI members.
- About 3.6 per cent of teacher members identify as being two-spirit, lesbian, gay, bisexual, transgender, queer, or questioning (2SLGBTQ+). Male teachers represent 36 per cent of teacher members who self-identified as 2SLGBTQ+.
- Just over 11 per cent of teacher members identify as belonging to a racialized group. That compares to more than 15 per cent for OT members and over four per cent for DECE and ESP/PSP/ALI members.

Activities Outside TEACHING

Like other professionals, ETFO members have responsibilities and pursue activities that are outside of their profession:



2022-2023 ETFO Local Presidents

Algoma

Occasional Teacher Local	Ryan Geick
Teacher Local	Nicole Mitchell/ Shelly Predum

Avon Maitland

Occasional Teacher Local	Kim Finlayson
Teacher Local	Laura Inglis-Eickmeier

Bluewater

Occasional Teacher Local	Andrew Chittka
Teacher Local	Julie Stanley

Durham

DECE Local	Rayna Barrese
Catholic DECE Local	Kelly Mulville
Occasional Teacher Local	George Taylor
Teacher Local	Mary Fowler

Grand Erie

DECE Local	Stephanie Scott
Occasional Teacher Local	Amanda Baxter
Teacher Local	Carolyn Proulx-Wootton

Greater Essex County

Occasional Teacher Local	Heather Latam
Teacher Local	Mario Spagnuolo

Halton

DECE Local	Amy Korzack
Occasional Teacher Local	Brad Boehmer
Teacher Local	Lisa Klimkowski

Hamilton-Wentworth

DECE Local	Tamara DuFour
Occasional Teacher Local	Barry Naidoo
Teacher Local	Jeff Sorensen

Hastings-Prince Edward

Occasional Teacher Local	Doug Thur
Teacher Local	Sarah MacKay

James Bay

Teacher Local	Liz Tomatuk
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Kawartha Pine Ridge

Occasional Teacher Local	Jennifer Deck
Teacher Local	David Berger

Keewatin-Patricia

Occasional Teacher Local	Paul Fregeau
Teacher Local	Kimberley Douglas

Lakehead

Occasional Teacher Local	Nancy Nix
Teacher Local	Dave Paddington

Lambton Kent

Occasional Teacher Local	Karen Churcher
Teacher Local	Tracie Booth

Limestone

Occasional Teacher Local	Ken Gee
Teacher Local	Jane Roberts

Near North

Occasional Teacher Local	Margaret Soroye
Teacher Local	Rob Hammond

Niagara

Occasional Teacher Local	Mark Carter
Teacher Local	Brian Barker

Ontario North East

Occasional Teacher Local	Tamara Shortt
Teacher Local	Lori Ridley-Whyte

Ottawa-Carleton

Occasional Teacher Local	Patricia Dixon
Teacher Local	Rebecca Zuckerbrodt

Peel

Occasional Teacher Local	Rod Marijan
Teacher Local	Gail Bannister-Clarke/ Jessica Cooper

Rainbow

DECE Local	Gina McAfee
Occasional Teacher Local	Allison Tate
Teacher Local	Liana Holm

Rainy River

ESP Local	Jackie Dupuis-Brandli
Occasional Teacher Local	Carla Lampi
Teacher Local	Nancy Mapledoram-Councillor

Renfrew County

ESP Local	Colleen Mackin
Occasional Teacher Local	K Elaine Neigel
PSP Local	Glen Mulvihill
Teacher Local	Kelly Melanson

Simcoe County

DECE Local	Amanda Judd
Occasional Teacher Local	Amy Chevis/ Monique Weiss
Teacher Local	Donnie Mills

Superior-Greenstone

Occasional Teacher Local	David Passi
Teacher Local	Colleen Lemieux

Thames Valley

Occasional Teacher Local	Terry Card
Teacher Local	Craig Smith

Toronto

Catholic DECE Local	Diego Olmedo
Occasional Teacher Local	Christina Maynell
Teacher Local	Helen Victoros

Trillium Lakelands

DECE Local	Tina Matthews
Occasional Teacher Local	Lara Waterhouse
Teacher Local	Kellie Kirkpatrick

Upper Canada

Occasional Teacher Local	Sylvia van Campen
Teacher Local	Peter Lindsay

Upper Grand

Occasional Teacher Local	Andrew Aloe
Teacher Local	Gundi Barbour

Waterloo Region

DECE Local	Jenn Wallage
Occasional Teacher Local	Marsha Auxilly
Teacher Local	Jeff Pelich

York Region

Occasional Teacher Local	Nadia Ciacci
Teacher Local	Tui-Sem Won/ Pamela Beetlestone

2023 ETFO Award Recipients

Anti-Bias Award

Manjit Deol
Peel Teacher Local

Anti-Poverty Award

Sarah Fleming
Simcoe County Teacher Local

Anti-Racist and Equity Activism Award

Shannon Greene
Elementary Teachers of Toronto Local

Sezgin Nalsok
Halton Teacher Local

Anti-Racist and Equity Activism Award – Women’s Program

Erika Mark
Kawartha Pine Ridge Teacher Local

Arts and Culture Award

Jenn Wallage
Waterloo Region DECE Local

Children’s Literature Award

Stephanie Duff
Peel Teacher Local

Honorary Life Membership Award

Janet Bigham
Simcoe County Teacher Local

Adelina Cecchin
Greater Essex County Teacher Local

Sam Hammond
Hamilton-Wentworth Teacher Local

Emily Noble
Algoma Teacher Local

International Humanitarian Award for an ETFO Member

Cindy Zappacosta
Algoma Teacher Local

Member Service and Engagement Award

Peel Occasional Teacher Local

Outstanding Role Model for Women Award - Women’s Program

Jen Deck
Kawartha Pine Ridge Occasional Teacher Local

Political Activist Award

Heidi Irion
Simcoe County Teacher Local

Professional Learning and Curriculum Development Award – Women’s Program

Ramandeep Sarai
Elementary Teachers of Toronto Local

Rainbow Visions Award

Shawna Rothgeb
Ottawa-Carleton Teacher Local

Women Who Develop Special Projects in Science and Technology Award - Women’s Program

Nicole Netherway
Niagara Teacher Local

Women Working in Social Activism on Behalf of Women and Children Award for a Non-ETFO Member – Women’s Program

Abarna Selvarajah

Writer’s Award

James Steeves
Peel Teacher Local

Writer’s Award – Women’s Program

Rahel Tesfaledet
York Region Occasional Teacher Local

2023 ETFO Bursaries and Scholarships

Bachelor of Education Bursaries for Children of ETFO Members

Kyra Bough
Upper Canada Teacher Local

Sabiha Chaudhry
York Region Occasional Teacher Local

Courtney Donald
Simcoe County DECE Local

Mara Flood
Avon Maitland Occasional
Teacher Local

Sophie Gerin
Ottawa-Carleton Teacher Local

Jordyn Hahn
Thames Valley Teacher Local

Sarah Madden
Limestone Teacher Local

Michaela McGovern
Niagara Teacher Local

Vanessa Pietrantonio
Hamilton-Wentworth Teacher Local

Ingrid Rycroft
Thames Valley Teacher Local

Sarah Sollors
Bluewater Teacher Local

Amy Stevens
Waterloo Region Teacher Local

Black Educator Bursary

Karima Alfred

Black Educator Bursary – Women’s Program

Karimah Butler

Bursaries for Members of Designated Groups

Gemma Alex
Lucas Aragao
Carl Binasoy
Katelyn Fong
Olivia Francuz
Arjun Jain
Alex Kwok

Bursaries for Members of Designated Groups – Women’s Program

Jayme Arts
Cassandra Cvitanovic
Maria Del mar Palacio
MacKenzie Prentice
Eliana Ruiz Parker
Carly Saez
Ester Themeli
Cheyenne Wilson

Doctoral Scholarship

Iyanuoluwa Akinrinola
Durham Occasional Teacher Local

Doctoral Scholarship – Women’s Program

Brooke Charlebois
Elementary Teachers
of Toronto Local

ETFO Member Bursary

Adele Tikk
Halton DECE Local

First Nations, Métis, and Inuit Women in Education Bursary – Women’s Program

Bianca Kendall

First Nations, Métis, and Inuit Women’s Scholarship – Women’s Program

Amelia Perrault

Learning and Leadership Bursary – Women’s Program

Devon Moore
Upper Grand Teacher Local

Master’s Scholarship

Joseph Belleau
Algoma Teacher Local
Melanie Hartshor
Ottawa-Carleton Teacher Local

Julius Julius-Edghill
Elementary Teachers
of Toronto Local

Ami Seo
Simcoe County Teacher Local

Master’s Scholarships – Women’s Program

Tessa Lofthouse
Hamilton-Wentworth Teacher Local

Blessing Owusu
York Region Teacher Local

Karen Wilkins
Hamilton-Wentworth Teacher Local

Faculty of Education Awards

Maria-Elena Alhambra
Lakehead University

Wesberlyne Avril
Queen’s University

Annilee Baron
Brock University

Tasnim Bourguiba
Queen’s University

Olivia Faveri
University of Ottawa

Nevia Frank
Trent University

Lauren Gadsdon
Brock University

Allison Gardiner
Lakehead University

Pascale Gendron
Laurentian University

Jasleen Gosal
University of Ottawa

Sameerah Jeewa
Wilfrid Laurier University

Samantha Merrlles
Brock University

Kharrington Petgrave
Trent University

Claudia Schlosser
Nipissing University

Keith Trent-Rennick
University of Windsor

2022–2023 Standing Committees

Annual Meeting

Julia Allen	Peel Teacher Local
Simone Austin	Elementary Teachers of Toronto Local
Lynn Buckley	Waterloo Region Teacher Local
Susan Ritchie	Algoma Teacher Local
Chelsea-Anne Shields	Durham Teacher Local

Anti-Poverty

(Elaine) Sherry Coens	Niagara Teacher Local
Steve Dell	Durham Teacher Local
Becky Laverance	Upper Canada Teacher Local
Parmeet Singh	Peel Teacher Local
Christina Brassett	Greater Essex County Occasional Teacher Local

Anti-Racist Education

Amandeep Mehta	Peel Occasional Teacher Local
Mohamed Rukiya	Elementary Teachers of Toronto Local
Jyoti Oberoi	York Region Teacher Local
Juliet Young	Durham Teacher Local
Manjit Deol	Peel Teacher Local

Arts

Elisabetta (Lisa) De Santis	Toronto Occasional Teacher Local
Gavin Foster	Hastings-Prince Edward Teacher Local
Kara Nagel	Upper Grand Teacher Local
Norlynda Owen	Upper Canada Teacher Local
Michele Kleinschuck	Waterloo Region Teacher Local

Awards

Amanda Baker	Halton DECE Local
Jagvir Gehlaut	York Region Teacher Local
Kristie Stanzel	Waterloo Region Teacher Local
Christy Thompson	Kawartha Pine Ridge Teacher Local
Tracy Lazer	York Region Teacher Local

Collective Bargaining

Patrick Drouin	Ottawa-Carleton Teacher Local
Amanda Judd	Simcoe County DECE Local
Colleen Mackin	Renfrew County ESP Local
Ramzi Abdi	Waterloo Region Occasional Teacher Local

Disability and Accessibility Issues

Françoise Doherty	Limestone Teacher Local
Mike Jessop	Kawartha Pine Ridge Teacher Local
Ramesha Yogarajan	Peel Teacher Local
Kimberly Brown	Upper Canada Occasional Teacher Local

Early Years

Carol-Anne Cayer	Upper Canada Teacher Local
Colette Gardner	Waterloo Region DECE Local
Sarah Ramsay	York Region Teacher Local
Angelique Thompson	Elementary Teachers of Toronto Local
Kathleen Crichton	Upper Grand Teacher Local

English as a Second Language

Laurie Argent	Durham Teacher Local
Devin Hanes	Thames Valley Teacher Local
James Savelli	Hamilton-Wentworth Teacher Local
Michael Watson	Ontario North East Teacher Local
Barbara Bailey	Peel Teacher Local

Environmental

Jennifer Baron	York Region Teacher Local
Ian Morton	Avon Maitland Teacher Local
Manprit Rai	Peel Teacher Local
Christina Wilson	Kawartha Pine Ridge Occasional Teacher Local
Ember McKillop	Keewatin-Patricia Teacher Local

ESP/PSP/DECE

Jerome Adamo	Halton DECE Local
Holly Aspin	Simcoe County DECE Local
Nancy Campbell	Renfrew County ESP Local
Wendy Sullivan	Renfrew County ESP Local
Nancy Barros	Waterloo Region DECE Local

French as a Second Language

Nichole Rosenberg	Peel Teacher Local
Gabriella Szolnoki-Bourgeois	Halton Teacher Local
Danielle Takoff	Ottawa-Carleton Teacher Local
Amanda Walker	Kawartha Pine Ridge Teacher Local
Marie Zesseu	Elementary Teachers of Toronto Local

Health and Physical Education

A.J. Adams	Near North Occasional Teacher Local
Amy Bryan	Upper Canada Teacher Local
Natasha E. Feghali	Greater Essex County Teacher Local
Jennifer Theriault	Keewatin-Patricia Teacher Local
Thomas Barker	Upper Grand Teacher Local

Human Rights

Amelia Maharaj	Elementary Teachers of Toronto Local
Andres Musta	Durham Teacher Local
Christopher Nedell	Elementary Teachers of Toronto Local
Sajah Stiller	Hamilton-Wentworth Teacher Local
Anuka Dey	Ottawa-Carleton Teacher Local

Indigenous Education

Joseph Belleau	Algoma Teacher Local
Beverly Fiddler	Durham Teacher Local
Melodie General	Algoma Teacher Local
Tara Hedican	Upper Grand Occasional Teacher Local
Charlotte Neckoway	Lakehead Teacher Local

Intermediate Division

Tiffany Cooper	Waterloo Region Teacher Local
Erin Heagle	Elementary Teachers of Toronto Local
Danielle Piche	Greater Essex County Teacher Local
Jane Scanlan-Price	Hastings-Prince Edward Teacher Local
Anik Mackey	Ottawa-Carleton Teacher Local

International Assistance

Cecilie Rosairus	Upper Grand Teacher Local
Tammara Smith	Ottawa-Carleton Teacher Local
Krista Veitch	Waterloo Region Teacher Local
Tamara West	Simcoe County Teacher Local
Bea Yeung	Upper Grand Teacher Local

Labour

Delia Farno	Elementary Teachers of Toronto Local
Ivy McCarty	Thames Valley Occasional Teacher Local
Felipe Pareja	Peel Teacher Local
Jenn Wallage	Waterloo Region DECE Local
Shawn Crowell	Thames Valley Teacher Local

Library

Cassandra Cassidy	Niagara Teacher Local
Aimee Ford	York Region Teacher Local
Rabia Khokhar	Toronto Occasional Teacher Local
James Steeves	Peel Teacher Local
Ramandeep Sarai	Elementary Teachers of Toronto Local

Men's Focus

Nabil Mailloux	Limestone Teacher Local
Chad Mills	Peel Teacher Local
Brian Morris	Elementary Teachers of Toronto Local
Edward Stewart	Upper Canada Teacher Local
Stephen Gartshore	Elementary Teachers of Toronto Local

New Members

Lyndsay Houghtling	Grand Erie Teacher Local
Kameni Jaikissoon	Rainbow Occasional Teacher Local
Naomi Pol	Thames Valley Occasional Teacher Local
Sara Savoia	Simcoe County Teacher Local
Jordan Smith	Thames Valley Teacher Local

Occasional Teacher

Alice Godfrey	Toronto Occasional Teacher Local
Aloysius Okafor	Peel Occasional Teacher Local
Tamara Shortt	Ontario North East Occasional Teacher Local
Lara Waterhouse	Trillium Lakelands Occasional Teacher Local
Paula Carmichael	Upper Canada Occasional Teacher Local

Occupational Health and Safety

Jennifer Barry	Lakehead Teacher Local
Amanda Baxter	Grand Erie Occasional Teacher Local
Robyn Charbonneau	Rainbow Teacher Local
Shelly Predum	Algoma Teacher Local
Matthew Craig	Keewatin-Patricia Teacher Local

Pension

Jeannie Chong	Durham Catholic DECE Local
Craig Everest	Thames Valley Teacher Local
Shane Gibson	Kawartha Pine Ridge Teacher Local
Christopher Hoffman	Peel Teacher Local
Kait Rainey-Strathy	Limestone Teacher Local

Political Action

Christina McKibbin	Greater Essex County Teacher Local
Teresa Rothwell	Grand Erie Teacher Local
Sarah Whalen	Kawartha Pine Ridge Teacher Local
Emma Winston (Carnegie)	Kawartha Pine Ridge Teacher Local
Brian Pak Hang Tsui	York Region Teacher Local

Professional Learning/Curriculum

Hoda Ahmed	Ottawa-Carleton Occasional Teacher Local
Kenisha Bynoe	Elementary Teachers of Toronto Local
Sarah Gohm	Niagara Teacher Local
Elizabeth Weisdorf	York Region Teacher Local
Ayesatta Conteh	Elementary Teachers of Toronto Local

Professional Relations and Discipline

Andrew Aloe	Upper Grand Occasional Teacher Local
Jennifer Deck	Kawartha Pine Ridge Occasional Teacher Local
Kimberley Douglas	Keewatin-Patricia Teacher Local
Erin Oxland	Kawartha Pine Ridge Teacher Local
Shanlee Linton	Lakehead Teacher Local

Special Education

Katherine Garber	Halton Teacher Local
Julia Johnson	Avon Maitland Teacher Local
Peter Lindsay	Upper Canada Teacher Local
Alison Massam	Durham Teacher Local
Matthew Carroll	Rainbow Teacher Local

Status of Women

Vickita Bhatt	Peel Teacher Local
Michaela Kargus	Grand Erie Teacher Local
Emily St-Aubin	Ottawa-Carleton Teacher Local
Rebecca St-James	Limestone Teacher Local
Susan Thorpe	Upper Canada Occasional Teacher Local

Teacher Education/Faculty Liaison

Amrit Bains	Ottawa-Carleton Teacher Local
David Berger	Kawartha Pine Ridge Teacher Local
Stephane Charron	Limestone Teacher Local
Michael Frankfort	York Region Teacher Local
Erin Freeman	York Region Teacher Local
Sai Amrita Kaul	York Region Teacher Local
Dale Napier	Thames Valley Teacher Local
Corinne Scarfo	Lakehead Teacher Local
Wes Vickers	Greater Essex County Teacher Local
Lianne Wyatt	Niagara Occasional Teacher Local
Stacy Sullivan	Rainbow Occasional Teacher Local
Susan Michaud	Simcoe County Teacher Local
Skye Goulbourne	Near North Teacher Local
Loa Zilles	Waterloo Region Teacher Local

Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Plus (2SLGBTQ+) Members

Anne Marie Cope	Thames Valley Teacher Local
Chadwick Gordon	Elementary Teachers of Toronto Local
Jennifer Johnston	Ottawa-Carleton Teacher Local
Shawna Rothgeb	Ottawa-Carleton Teacher Local
Meaghan Greer	Simcoe County Teacher Local

ETFO Staff

as of June 30, 2023

Accounting Services

Andrea Francis
Sagar Goswami
Patrick Hop Hing (Interim)
Michael Humphries
Bewick Karkada
Geeta Mistry
Molly Ng
Arlene Padernilla (.5)
Kinjal Patel (.5)
Rosario Rodrigo
Priyanka Sawant*
Ping Xie

Administration Services

Yasmine Adam (Temporary)
Jennifer Althouse
Colette Banas*
Dory Cerny
Vera Chiovitti
Sophie Costa
Jessie Farago*
Lorna Larmour
Lisa Mastrobuono
June Miller
Sharon O'Halloran
Kinjal Patel (.5)
Wilma Pereira
Kathy Pigeon
Salama Rajab
Mona Renzone (.5)
Pauline Scott
Christina Smith-Thomas
Gina Vanstone
Mandy Wojcik
Eva Wong

Building Operations

Tristan Tanfelix

Collective Bargaining Services

Ahlam Abd-Al-Sttar
Heather Aggus

Gail Bannister-Clarke
Mark Butt
Pam Dogra (.5)
Suzanne Gill (ELHT)
Derek Hulse
Althea Jensen (.5)
Elizabeth Kettle
Claudia Legiec
Michelle Leonard
Toby Molouba
Nadine Moore (.5)
Todd Rimmington
Allison Ryan
Christina Shakir
Sharon Stewart (.5)
Garry Sran
Tui-Sem Won

Communications and Political Action Services

Aida Azarakhsh
Yatri Bhatt (Temporary)
Federico Carvajal
Cynthia Chorzepa
Michelle Goddard
Denise Hammond
Karen Kindree
Ilona Kozlova*
Carla Pereira
Meagan Perry
Shirley Radebach
James Taylor
James Wardlaw
Izida Zorde

Equity and Women's Services

Punita Bhardwaj
Jen Colenutt
Pam Dogra (.5)
Catherine Inglis
Althea Jensen (.5)
Erin Orida
Sabrina Sawyer
Matthew Sinclair

Event Services

Carol Aldover
Nav Dhaliwal
Erika Kanduth

Health and Safety Services

Tracie Edward
Elizabeth Mitchell
Jas Seahra (Temporary)

Member Records/Fee Reconciliation

Arlene Padernilla (.5)
Tina Safari (.5)
Jo-Ann Scott
Valerie Shaw
Nicole Thomson
Donna Turney

Operations

Joe Bigley
Anu Gilhotra
Brie Laita
Maryna Leuchanka
Vasan Mahalingam
Daniel Page
Tina Safari (.5)

Professional Learning/ Curriculum Services

Zaiba Beg
Rita Cohen
Michelle Colacrai
Maria Fernandez
Kelly Hayes
Kelly Hefferman (.5)
Jason Johnston
Leah Kearney
Jinah Kim
Julie Millan
Kelli Parton
Mona Renzone (.5)

Hailey Roxby
Denise Vaughan
Tara Zwolinski

Professional Relations Services

Tracy Blodgett
Susy Costa
Erin Doucette
Sonia Ellis-Seguin
Mandi Hardy
Tania Kerr
Samira Maherali
Melanie McClelland
Jennifer Mitchell
(retiring September 30, 2023)
Nadine Moore (.5)
Dawn Samuel-Prescod*
Lauren Silver
Rob Smolenaars
Greg Weiler

Records and Information Management

Danielle Crecca

Staffing and Office Services

Kelly Hefferman (.5)
Jasmeen Sandhu

Technology and Computer Services

Jasraj Chahal
Phi Phung
Gairy Stephens
Nikita Bhattacharjee
(Temporary)

*On leave

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