

2023 Annual Meeting Report

EQUITY AND WOMEN'S PROGRAMS



Elementary Teachers' Federation of Ontario Equity Statement

It is the goal of the Elementary Teachers' Federation of Ontario 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/link/annualreports.



ETFO Human Rights Statement

The Elementary Teachers' Federation of Ontario is committed to:

- providing an environment for members that is free from harassment and discrimination at all provincial and local Federation sponsored activities;
- fostering the goodwill and trust necessary to protect the rights of all individuals within the organization;
- neither tolerating nor condoning behavior that undermines the dignity or self-esteem of individuals or the integrity of relationships; and
- promoting mutual respect, understanding, and co-operation as the basis of interaction among all members.

Harassment and discrimination on the basis of a prohibited ground are violations of the *Ontario Human Rights Code* and are illegal. The Elementary Teachers' Federation of Ontario will not tolerate any form of harassment or discrimination, as defined by the *Ontario Human Rights Code*, at provincial or local Federation sponsored activities.



Elementary Teachers' Federation of Ontario (ETFO)

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ETFO Land Acknowledgement

In the Spirit of Truth and Reconciliation, the Elementary Teachers' Federation of Ontario acknowledges that we are gathered today on the customary and traditional lands of the Indigenous Peoples of this territory.



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The Elementary Teachers' Federation of Ontario (ETFO) provides equity and women's programs in the context of one of its fundamental constitutional objects,

- 3.4 **to foster a climate of social justice in Ontario and continue a leadership role in such areas as anti-poverty, non-violence, and equity;**

and in the spirit of the definition of equity adopted by the ETFO Executive in 2011:

It is the goal of the Elementary Teachers' Federation of Ontario 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.

A comprehensive policy on social justice and equity was adopted by delegates to the 2003 Annual Meeting: (revised 2015):

ETFO POLICY ON EQUITY AND SOCIAL JUSTICE

- 34.1 That equity be defined as fairness achieved through proactive measures which result in equality, promote diversity and foster respect and dignity for all.
- 34.2 That discriminatory practices not be accepted within ETFO and that ETFO work proactively to effect change within the Federation, in the education community and in Canadian and international society by recognizing, accommodating and celebrating differences among people and groups.
- 34.3 That the differences among people and groups and the provision of special programs for particular groups, where appropriate, be recognized and accommodated within ETFO.
- 34.4 That support for learning, growth, personal identities, professionalism, working conditions and livelihood be included as a part of the ETFO commitment to protect and further the interests of members.
- 34.5 That ongoing work in policy development, accountability, professional learning/curriculum, communications, programs and outreach be evidence of the ETFO commitment to equity and social justice.

ETFO's Statement on Social Justice and Equity, approved by the Executive in 2002, is included as Appendix A in this report.





Work incorporating these principles spans all ETFO service areas. The particular issues of women members; First Nations, Métis, and Inuit (FNMI) members; racialized members; members with disabilities; and two-spirit, lesbian, gay, bisexual, transgender, queer or questioning plus (2SLGBTQ+) members are addressed through standing committees, included in women's programs, and explored through a range of other equity resources.

ETFO LAND ACKNOWLEDGEMENT AND HUMAN RIGHTS STATEMENT

ETFO's First Nations, Métis, and Inuit (FNMI) Education Committee recommended that ETFO change the FNMI Statement to the ETFO Land Acknowledgement in 2019. It was revised to read:

In the Spirit of Truth and Reconciliation, the Elementary Teachers' Federation of Ontario acknowledges that we are gathered today on the customary and traditional lands of the Indigenous Peoples of this territory.

The Land Acknowledgement and ETFO's Human Rights Statement were also translated into French. These can be found on the ETFO website.

WOMEN'S PROGRAMS

In addition to these expressions of ETFO's commitment to multi-faceted equity issues, there is support for women's participation and leadership in the union. The ETFO Constitution guarantees positions for women on the Executive (five of 14 positions), and that programs for women will be provided, with funding (six per cent of ETFO's annual budget) allocated for this purpose.

ETFO's women's programs (WP) offer direct services to women members through courses, workshops, awards, and publications. Funding is also available to establish provincial and local partnerships with other organizations and to support groups that advance the status of women and women's issues in society.

ETFO CONSTITUTION, ARTICLE X PROVINCIAL ORGANIZATION

SECTION 4: PROGRAMS FOR WOMEN

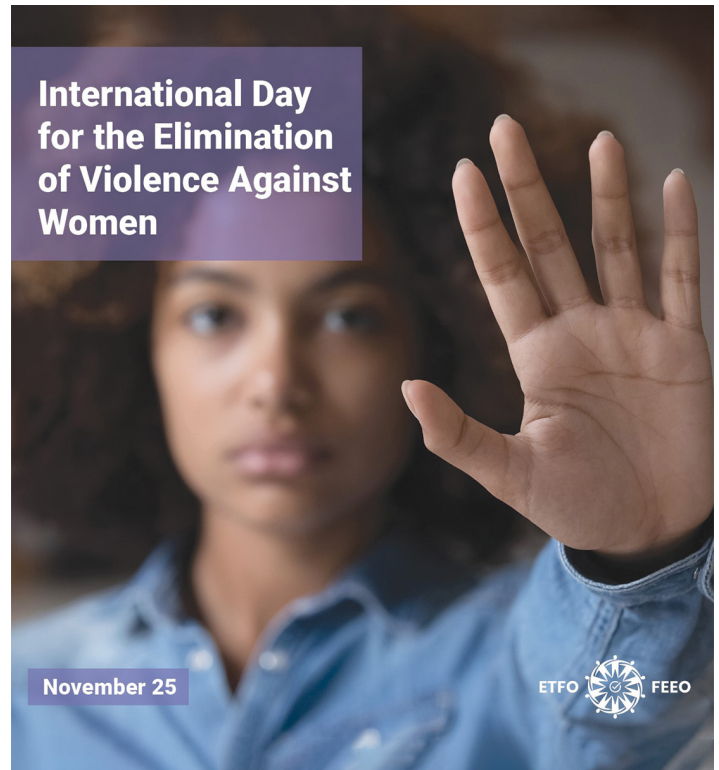
- 10.4.1 There shall be guaranteed programs for women.
- 10.4.2 The Federation shall allocate 6 per cent (6%) of the annual budget to programs for women only.
- 10.4.3 The budget for the programs for women shall be approved as part of the regular Federation budget process.
- 10.4.4 The programs for women will provide direct services to women members.
- 10.4.5 The programs for women will provide funds for partnerships with other organizations.
- 10.4.6 The programs for women will include funding for organizations which advance the status of women and women's issues.
- 10.4.7 The general secretary, in consultation with the Executive, shall ensure the allocation of staff responsible for programs for women.



**ETFO POLICY STATEMENTS, SECTION 88:
WOMEN'S EQUALITY**

Delegates to the 2016 ETFO Annual Meeting passed a policy on Women's Equality:

- 88.1 That ETFO understands that women's inequality remains a fundamental problem within our society and our institutions.
- 88.2 That ETFO is committed to working for women's equality in all aspects of public and private life, both at the provincial and local levels. ETFO undertakes to participate in research, engage in community and labour partnerships, provide professional learning to members, develop and provide programs for women and take action in areas including the following:
 - 88.2.1 Social inclusion and political representation;
 - 88.2.2 Health and wellness;
 - 88.2.3 Economic status and employment;
 - 88.2.4 Labour movement;
 - 88.2.5 Violence against women and the justice system;
 - 88.2.6 Education and child/dependent care;
 - 88.2.7 Housing/shelter;
 - 88.2.8 Media;
 - 88.2.9 Global citizenship; and
 - 88.2.10 Historical perspectives.



2022-2023 proved to be another challenging year supporting those committed to the work of human rights. With increased violence and hate directed towards the 2SLGBTQ+, Asian, and Black communities, the Ontario Human Rights Commission released a statement calling on the Ministry of Education to act:

The OHRC is aware that many duty-holders across the public school system have made efforts toward advancing and maintaining the human rights of everyone by using resources which address discrimination, including anti-Black racism, homophobia, and hate. However, it continues to hear about the increasing violence **targeted at education officials** for doing human rights work.

Duty-holders, such as the Ministry of Education and school boards, have a legal duty to ensure that education is provided in manner consistent with the Code. Also, the Code requires that people engaged in this work be able to do so without being subjected to discrimination and harassment and without fear for their safety and security.

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, those living in poverty, and other marginalized groups in our society continued to be priorities as new challenges arose. ETFO members responded with resilience and commitment to find creative and constructive ways of addressing issues of oppression.

ETFO remains committed to its work in anti-oppression, equity, and social justice. 2022-2023 brought the release of a new two-day training program on the Anti-Oppression Framework (AOF) released in 2021, as well as a second two-day training program on the impacts of lateral violence. The provincial Executive and staff participated in both programs over the course of the year. Additional sessions for AOF training are planned for 2023-2024, as well as a new conference addressing emerging issues within the broad and multifaceted disability community.

A new Presenters on the Road workshop was made available to locals this year, Holocaust Education and Combatting Antisemitism in Ontario: A Canadian Family's Journey. The presentation addresses one family's experience during the Holocaust in Europe and the antisemitism they continue to experience in Canada.

Additionally, an initiative for new members from designated groups is launching at this year's Annual Meeting. Ten first-time attendees who self-identify with one or more designated groups were selected to act as observers to learn about the operating procedures of the Annual Meeting, *Robert's Rules of Order*, and the democratic process of the Federation, encouraging potential delegates for the future.

Lastly, multiple writing teams are being convened to revise and update many of the Equity and Women's Services workshops for locals, which will be available in 2024.

Throughout the year, as a provincial union and collective community, we have demonstrated, time and time again, that ETFO's resolve is unrelenting, and our commitment to moving forward to build a more socially just society is unwavering.



INITIATIVES

DEVELOPING AN ANTI-OPPRESSIVE FRAMEWORK PROGRAM

This new, dynamic two-day program provides an intensive session for members pursuing local leadership, offering a solid understanding of the anti-oppressive framework and development of an equity lens with the goal of building capacity expertise at the local level. This program has been identified as a prerequisite for Collective Bargaining Academy, Parliamentarian Training, and Union School in 2023-2024, and as a priority for accessing other opportunities of provincial engagement.

FIRST STEPS: NEW DELEGATE TRAINING FOR ANNUAL MEETING

The 2023 Annual Meeting includes a new training program for first-time delegates. Ten ETFO members who self-identify with one or more designated groups will come together as observers to the Annual Meeting to learn about Annual Meeting Operating Procedures, *Robert's Rules of Order*, and the democratic process of the Federation in preparation for their next step as potential delegates in the years to come.

STRONGER TOGETHER. LEARNING, TEACHING, AND WORKING WHILE BLACK

In November 2022, Professional Relations Services (PRS) staff took the lead on a virtual webinar for teacher candidates from across the province who self-identify as Black. This one-day event was one of the initiatives in ETFO's multi-year strategy to address anti-Black racism.

This initiative was another first for ETFO. The webinar addressed the impacts of anti-Black racism on learning, working, and teaching as a Black educator, and provided the teacher candidates with an opportunity to network and connect with an ETFO mentor.

Participants:

- gained an in-depth understanding of the Federation's structure, policies, and programs
- acquired strategies that support the needs of Black teachers
- had an opportunity to network with other Black elementary teacher candidates

Participants expressed their gratitude for the opportunity, with one candidate sharing that the experience was life-altering, as they are the only Black candidate in their entire program and placement. The feeling of isolation and the experiences of racism in their placement shared by this candidate were felt widely by the other candidates in their programs and placements across the province.

PRS FOCUS GROUP

PRS staff held a focus group on April 25, 2023, to seek information from members who self-identify as racialized. Member participation will help PRS staff examine the level of support and programming that could be provided to members who self-identify as racialized. 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.

ANTI-RACISM AND GENDER EQUITY RESOURCE (WP)

The Places We Meet, a new ETFO curriculum resource that will be released during the 2023-2024 school year, supports students in unlearning power stereotypes and forms of oppression that negatively impact girls and women. These resources will support educators in disrupting patriarchy within their practice while highlighting the strength and contributions of women with intersectional identities.

COMBATING ANTISEMITISM IN ONTARIO

The Task Force to Combat Antisemitism in Ontario was established as a result of a new business motion at the 2021 Annual Meeting. The task force met twice during the early months of 2022 to discuss and identify recommendations on supports, resources, and advocacy to address antisemitism in Ontario. 2023 brought the release of the new Presenters on the Road workshop, Holocaust Education and Combatting Antisemitism in Ontario: A Canadian Family's Journey. The presentation addresses one family's experience during the Holocaust in Europe and the antisemitism they continue to experience in Canada. The workshop is available for locals to book through ETFO provincial. Visit members.etfo.ca/programs/presenters-on-the-road for more information.

DISABILITY ISSUES CONFERENCE (WP)

This new one-day biennial program will incorporate emerging issues within the broad and multifaceted disability community and will centre the lived experience of people with disabilities, foster partnerships with community-based organizations, and provide tools for advocacy. Moving forward, this conference will alternate with a new anti-poverty conference in starting in 2023-2024.

ANTI-POVERTY CONFERENCE (WP)

This new one-day biennial program focused on the intersection of anti-poverty work, unions, and the labour movement is an opportunity to educate and empower our members by raising awareness of the issues impacting school communities, members, and society at large. This program will include partnering with community-based organizations and supporting members with the ability to be anti-poverty advocates. The Anti-Poverty Conference WP will be offered in 2024-2025 and will alternate on a biennial basis with the new Disability Issues Conference WP described above.



VISIONS PROGRAM (WP)

For 2023-2024, ETFO is proposing a change in the existing Visions format by offering a pilot one-year, multi-session program centring education workers. Should the pilot be successful, the education-worker focused program will alternate biennially with a Visions program for teachers and occasional teachers. This program for women focuses on building participants' knowledge of ETFO, the broader labour movement, and opportunities for activism. It includes a variety of guest speakers from within and outside ETFO, workshops, panels, attendance at events, and ongoing project work.

RACE MATTERS: TEACHING STUDENTS TO BE RACE CONSCIOUS - EDUCATOR RESOURCE

This curriculum resource is intended to provoke critical thinking, engage in meaningful dialogue, and equip teachers and education workers with the tools to address anti-Black racism. This curriculum contains age-appropriate content for Primary, Junior, and Intermediate learners to engage with an anti-racist pedagogy. Teachers and education workers will examine race, racism, and anti-Black racism through a series of lessons created by a writing team of ETFO members. This resource is set to be released during the 2023-2024 year.

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, and racism. 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 etfofnmi.ca in 2023-2024.



HEALING CONVERSATIONS FOR THE PRIMARY CLASSROOM – EDUCATOR RESOURCE

This digital resource is designed to support educators in Early Years 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 etfofnmi.ca in 2023-2024.

ETFO ACTION ON ANTI-BLACK RACISM INITIATIVES

More needs to be done to address anti-Black racism and to ensure we are addressing systemic racism within education, the union, and broader society. In November 2020, the provincial Executive approved an action plan for 2021 to 2023 that extends ETFO’s multi-year strategy.



In addition to work currently being undertaken to address anti-Black racism, in 2022-2023, ETFO:

- created Unlearn. Relearn. How Colonization Impacts Your Practice, a new program with a focus on decolonizing the classroom and teaching practice (Summer Academy July 11-13, 2023)
- offered a new ETFO bursary for Black educators, open to members and non-members
- revised the steward manual using an anti-Black racism and anti-oppressive framework
- updated modules for steward training that cover a variety of topics, including understanding anti-Black racism
- continued lobbying efforts, including support for calls to include the contributions of Black Canadians in Ontario’s elementary curriculum

EQUITY AND WOMEN’S SERVICES (EWS) STAFF 2022-2023

Punita Bhardwaj	Executive Staff
Jennifer Colenutt	Administrative Assistant
Pam Dogra (.5)	Executive Staff
Catherine Inglis	Executive Staff
Althea Jensen	Administrative Assistant
Erin Orida	Administrative Assistant
Matthew Sinclair	Executive Staff
Sabrina Sawyer	Coordinator, Executive Staff



MEMBERSHIP

ETFO invites members to self-identify, on the Annual Member Information Survey as well as on registration forms for ETFO events and job postings, as belonging to one or more of the following equity-seeking groups:

- First Nations
- Métis
- Inuit
- members with a disability
- racialized
- two-spirit, lesbian, gay, bisexual, transgender, queer/questioning plus identities (2SLGBTQ+)

ETFO has identified the following two goals as part of an ongoing, long-range equity implementation plan (see Appendix A, ETFO Statement on Social Justice and Equity):

Accountability: ETFO must develop clear indicators (for example, data on participation of members of equity-seeking groups in ETFO programs, leadership, and staff) by which our progress in equity can be measured and report regularly on progress to the membership.

Outreach: ETFO must continually seek to include, involve, and promote members who belong to equity-seeking groups.

ETFO keeps these goals in mind in organizing its programs.

The Annual Meeting has supported the goal of inclusion repeatedly. Delegates to the 2001 Annual Meeting passed the following policy:

- 35.1 That all appointed or selected groups within or representing ETFO strive to be representative of diversity.

Collecting and reporting the self-identification statistics below is one of the ways in which ETFO holds itself accountable to members for the commitment to social justice and equity.

Caution must be exercised when working with these figures. They are based on individuals' willingness to self-identify. Not all members of a group will always (or ever) self-identify. Self-identification, therefore, is likely to under-represent reality. Additionally, there is a recognition that self-identification may be fluid and can shift for an individual depending on context, space, and time.

For ETFO's protocol concerning members' self-identification, see Appendix B. An article on self-identification appeared in the Fall 2015 issue of *Voice*.

A NOTE ON TERMINOLOGY:

In 2016, the question on gender identity in the Annual Member Survey was expanded to ask members to specify male, female, or "what term describes your gender."

Additionally, in 2016, the Executive approved a motion to replace the term Aboriginal in the self-identification box with the following three separate designated groups: First Nations, Métis, and Inuit.

In 2018, the question on racialized groups' membership was expanded and asked members to specify how they identify as "racialized."

In 2020, the Executive approved a motion to replace the acronym LGBTQ with a more inclusive acronym of 2SLGBTQ+ adding the term 'two-spirit' and the plus sign (+), which includes additional identities. Members may self-identify using this acronym and the organization is adopting this term in all new ETFO publications.

POPULATION OF ONTARIO

- **2.9 per cent** of Ontarians are First Nations, Métis, Inuit (2021 census)
- **24 per cent** of Ontarians have a disability (2021 *Accessibility for Ontarians with Disability Act*)
- **4 per cent** of Canadians aged 15 and older in 2018 identify as 2SLGBTQ+ (Statistics Canada)
- **34.3 per cent** of Ontarians belong to racialized groups (2021 census)

Self-identification of the above categories for the teaching population in Ontario is not available.

SELF-IDENTIFICATION

Percentages (%) indicate members who self-identify in the following designated groups:

ETFO Membership

The 2022-23 ETFO membership survey shows:

0.80%	First Nations
0.85%	Métis
0.02%	Inuit
3.60%	person with a disability
3.42%	2SLGBTQ+
11.40%	racialized

Teacher Members:

0.79%	First Nations
0.87%	Métis
0.03%	Inuit
4.21%	person with a disability
3.48%	2SLGBTQ+
10.78%	racialized



Occasional Teacher (OT) Members:

0.82%	First Nations
0.63%	Métis
4.03%	person with a disability
4.41%	2SLGBTQ+
14.66%	racialized

No member self-identified as Inuit.

Designated Early Childhood Educator (DECE) Members:

0.43%	First Nations
0.86%	Métis
1.86%	person with a disability
1.29%	2SLGBTQ+
6.01%	racialized

No member self-identified as Inuit.

Educational Support Personnel/Professional Support Personnel/Adult Literacy Instructors (ESP/PSP/ALI) Members:

3.88%	First Nations
4.65%	Métis
5.43%	person with a disability
3.10%	2SLGBTQ+
2.33%	racialized

No member self-identified as Inuit.

ETFO Executive

Three or fewer of the **14** provincial Executive members self-identified as a person with a disability, five or fewer self-identified as a member of a racialized group, three or fewer self-identified as 2SLGBTQ+, three or fewer self-identified as First Nations, and three or fewer self-identified as Métis.

ETFO Local Presidents

Of the presidents of ETFO's **76** locals for which we have self-identification information:

- Three or fewer teacher local presidents self-identified as a member of a racialized group, three or fewer self-identified as First Nations, and four or fewer self-identified as 2SLGBTQ+.
- Three or fewer OT local presidents self-identified as persons with a disability, three or fewer self-identified as members of a racialized group, three or fewer self-identified as First Nations, four or fewer self-identified as 2SLGBTQ+, and four or fewer self-identified as a person with a disability.
- Three or fewer ESP/PSP local presidents self-identified as Métis.
- None of the DECE local presidents self-identified in any category.

ETFO Chief Negotiators

Of the **46** locals for which we have information about chief negotiators:

- Three or fewer teacher local chief negotiators self-identified as 2SLGBTQ+, three or fewer self-identified as a person with a disability, and three or fewer self-identified as a member of a racialized group.
- Three or fewer OT local chief negotiators self-identified as 2SLGBTQ+ and three or fewer self-identified as person with a disability.
- None of the ESP/PSP and DECE local chief negotiators self-identified in any category.



Provincial Staff

Of the 113 people actively working at ETFO's provincial office:

2.00%	First Nations, Métis, Inuit
4.00%	person with a disability
7.00%	2SLGBTQ+
39.00%	racialized

Overall, **83%** of ETFO staff are women.

77.00%	ETFO Administration/ Executive/ Management
89.00%	ETFO Support Staff

Of the **57** administration/ executive/management staff:

4.00%	First Nations, Métis, Inuit
7.00%	person with a disability
9.00%	2SLGBTQ+
28.00%	racialized

Of the **56** support staff:

2.00%	person with a disability
5.00%	2SLGBTQ+
50.00%	racialized

No staff self-identified as First Nations, Métis, or Inuit.

Standing Committees

Of the **108** members appointed to serve on ETFO standing committees in 2022-23:

5.00%	First Nations
1.00%	Métis
15.00%	person with a disability
13.00%	2SLGBTQ+
27.00%	racialized

No member self-identified as Inuit.

Summer Academy

July-August 2022 (**243** participants)

1.00%	First Nations
2.00%	Métis
6.00%	person with a disability
2.00%	2SLGBTQ+
19.00%	racialized

No member self-identified as Inuit.

Annual Meeting

August 15-18, 2022 (**825** participants)

2.00%	First Nations
1.00%	Métis
5.00%	person with a disability
8.00%	2SLGBTQ+
20.00%	racialized

No member self-identified as Inuit.

Local Leaders Virtual Academy (All Levels)

September 2022-June 2023 (**77** participants)

1.00%	Métis
4.00%	person with a disability
14.00%	2SLGBTQ+
8.00%	racialized

No member self-identified as First Nations or Inuit.

Fall Leadership

September 22-23, 2022 (**384** participants)

1.00%	First Nations
3.00%	Métis
9.00%	person with a disability
8.00%	2SLGBTQ+
9.00%	racialized

No member self-identified as Inuit.

Union School: Session 1

September 29-30, 2022 (**25** participants)

12.00%	person with a disability
12.00%	2SLGBTQ+
36.00%	racialized

No member self-identified as First Nations, Métis, or Inuit.





Women in Action Facilitators

2022-23 (17 facilitators)

- 18.00% person with a disability
- 18.00% 2SLGBTQ+
- 29.00% racialized

No member self-identified as First Nations, Métis, or Inuit.

Women in Action WP Facilitators' Training

October 3, 2022 (15 participants)

- 7.00% First Nations
- 20.00% person with a disability
- 20.00% 2SLGBTQ+
- 33.00% racialized

No member self-identified as Métis or Inuit.

Women in Action I WP

October-April 2023 (98 participants)

- 2.00% First Nations
- 2.00% Métis
- 2.00% person with a disability
- 3.00% 2SLGBTQ+
- 13.00% racialized

No member self-identified as Inuit.

Women in Action II WP

October-April 2023 (49 participants)

- 2.00% Métis
- 10.00% person with a disability
- 10.00% 2SLGBTQ+
- 20.00% racialized

No member self-identified as First Nations or Inuit.

New President Training

October 12-14, 2022 (29 participants)

- 10.00% person with a disability
- 28.00% 2SLGBTQ+
- 24.00% racialized

No member self-identified as First Nations, Métis, or Inuit.

Leaders for Tomorrow WP Session 1

October 12-14, 2022 (19 participants)

- 21.00% First Nations
- 10.00% Métis
- 5.00% person with a disability
- 16.00% 2SLGBTQ+
- 79.00% racialized

No member self-identified as Inuit.

October 2022 Representative Council

October 19-20, 2022 (143 participants)

- 3.00% First Nations
- 1.00% Métis
- 8.00% person with a disability
- 10.00% 2SLGBTQ+
- 9.00% racialized

No member self-identified as Inuit.

Mentoring & Coaching Institute WP Session 1

October 20-21, 2022 (33 participants)

- 6.00% First Nations
- 9.00% person with a disability
- 15.00% 2SLGBTQ+
- 27.00% racialized

No member self-identified as Métis or Inuit.

Women in Action III WP Session 2

October 27-28, 2022 (14 participants)

- 7.00% person with a disability
- 29.00% racialized

No member self-identified as First Nations, Métis, Inuit, or 2SLGBTQ+.



Indigenous Women's Mentorship Program WP Session 1 (Mentees)

October 27-28, 2022
(11 participants)

82.00% First Nations
36.00% Métis
27.00% person with a disability
18.00% 2SLGBTQ+

No member self-identified as Inuit or racialized.

Indigenous Women's Mentorship Program WP Session 1 (Mentors)

October 27-28, 2022
(10 participants)

40.00% First Nations
10.00% person with a disability
20.00% 2SLGBTQ+
10.00% racialized

No member self-identified as Métis or Inuit.

Mobilizing for Justice WP Session 1

November 1-3, 2022
(19 participants)

5.00% First Nations
11.00% person with a disability
11.00% 2SLGBTQ+
11.00% racialized

No member self-identified as Métis or Inuit.

Leadership Program for Black Members (Code Black) Session 1

November 4-5, 2022
(18 participants)

6.00% person with a disability
94.00% racialized

No member self-identified as First Nations, Métis, Inuit, or 2SLGBTQ+.

Health and Safety Local Representatives Conference

November 7-8, 2022
(70 participants)

1.00% First Nations
10.00% person with a disability
9.00% 2SLGBTQ+
10.00% racialized

No member self-identified as Métis or Inuit.

Balancing Act: A Women's Health Conference WP

November 9-10, 2022
(63 participants)

2.00% First Nations
5.00% person with a disability
10.00% 2SLGBTQ+
35.00% racialized

No member self-identified as Métis or Inuit.

Racialized Members' Conference Session 1

November 12, 2022
(25 participants)

4.00% Métis
20.00% person with a disability
4.00% 2SLGBTQ+
100.00% racialized

No member self-identified as First Nations or Inuit.

Collective Bargaining Academy Session 1

November 15-16, 2022
(42 participants)

2.00% First Nations
14.00% person with a disability
8.00% 2SLGBTQ+
9.00% racialized

No member self-identified as Métis or Inuit.

Think On Your Feet WP

November 17-18, 2022
(22 participants)

5.00% First Nations
9.00% Métis
14.00% person with a disability
9.00% 2SLGBTQ+
18.00% racialized

No member self-identified as Inuit.





An Ounce of Prevention (FDK/DECE)

November 18-19, 2022
(37 participants)

- 5.00% First Nations
- 5.00% person with a disability
- 5.00% 2SLGBTQ+
- 14.00% racialized

No member self-identified as Métis or Inuit.

Women’s CB Issues WP Level 1

November 23, 2022
(36 participants)

- 3.00% First Nations
- 2.00% Métis
- 3.00% person with a disability
- 6.00% 2SLGBTQ+
- 19.00% racialized

No member self-identified as Inuit.

FNMI Education: Engaging Learners Through Trauma-Informed Practice WP Fall Session

November 25, 2022
(40 participants)

- 18.00% First Nations
- 5.00% Métis
- 18.00% person with a disability
- 16.00% 2SLGBTQ+
- 13.00% racialized

No member self-identified as Inuit.

Racialized Members’ Conference Session 2

November 26, 2022
(25 participants)

- 4.00% Métis
- 20.00% person with a disability
- 4.00% 2SLGBTQ+
- 100.00% racialized

No member self-identified as First Nations or Inuit.

Leaders for Tomorrow WP Session 2

November 28-30, 2022
(19 participants)

- 21.00% First Nations
- 10.00% Métis
- 5.00% person with a disability
- 16.00% 2SLGBTQ+
- 79.00% racialized

No member self-identified as Inuit.

Beyond the Basics: Professional Relations Leadership Training WP Part 1

November 29-30, 2022
(34 participants)

- 9.00% person with a disability
- 26.00% 2SLGBTQ+
- 9.00% racialized

No member self-identified as First Nations, Métis, or Inuit.

ICT Conference WP

December 2, 2022
(53 participants)

- 4.00% First Nations
- 13.00% person with a disability
- 8.00% 2SLGBTQ+
- 36.00% racialized.

No member self-identified as Métis or Inuit.

Visions – New Member Leadership Training WP Session 1

December 8-9, 2022
(28 participants)

- 11.00% First Nations
- 4.00% person with a disability
- 7.00% 2SLGBTQ+
- 29.00% racialized

No member self-identified as Métis or Inuit.

Conscious Classrooms: Responding to Gender-Based Violence WP Regional

December 8-9, 2022
(11 participants)

- 9.00% First Nations
- 27.00% person with a disability
- 18.00% 2SLGBTQ+
- 36.00% racialized

No member self-identified as Métis or Inuit.



Mentoring and Coaching Institute WP Session 2

December 8-9, 2022
(35 participants)

6.00% First Nations
9.00% person with a disability
11.00% 2SLGBTQ+
29.00% racialized

No member self-identified as Métis or Inuit.

Lateral Violence WP

January 10-11, 2023
(29 participants)

10.00% First Nations
3.00% Métis
13.00% person with a disability
23.00% 2SLGBTQ+
32.00% racialized

No member self-identified as Inuit.

Campaign Training for Members from Designated Groups

January 13-14, 2023
(6 participants)

17.00% First Nations
17.00% Métis
33.00% person with a disability
0.00% 2SLGBTQ+
83.00% racialized

No member self-identified as Inuit.

Anti-Oppressive Framework Program

January 16-17, 2023
(31 participants)

3.00% First Nations
3.00% Métis
13.00% person with a disability
23.00% 2SLGBTQ+
32.00% racialized

No member self-identified as Inuit.

Visions – New Member Leadership Training WP Session 2

January 16-17, 2023
(28 participants)

11.00% First Nations
4.00% person with a disability
7.00% 2SLGBTQ+
29.00% racialized

No member self-identified as Métis or Inuit.

Women Addressing Gender-Based Workplace Violence WP

January 19-20, 2023
(41 participants)

5.00% First Nations
5.00% Métis
7.00% person with a disability
17.00% 2SLGBTQ+
10.00% racialized

No member self-identified as Inuit.

Indigenous Women's Mentorship Program WP Session 2

January 25, 2023 (20 participants)

65.00% First Nations
20.00% Métis
10.00% person with a disability
20.00% 2SLGBTQ+
5.00% racialized

No member self-identified as Inuit.

Presenter's Palette

January 25-26, 2023
(23 participants)

4.00% Métis
4.00% person with a disability
22.00% 2SLGBTQ+
26.00% racialized

No member self-identified as First Nations or Inuit.

Political Action Conference

January 26-27, 2023
(105 participants)

2.00% First Nations
3.00% Métis
7.00% person with a disability
6.00% 2SLGBTQ+
8.00% racialized

No member self-identified as Inuit.



Arts Conference

January 27-28, 2023

(39 participants)

- 3.00% First Nations
- 13.00% person with a disability
- 8.00% 2SLGBTQ+
- 31.00% racialized

No member self-identified as Métis or Inuit.

Union School Session 2

January 31-February 2, 2023

(28 participants)

- 4.00% First Nations
- 21.00% person with a disability
- 18.00% 2SLGBTQ+
- 32.00% racialized

No member self-identified as Métis or Inuit.

February 2022 Representative Council

February 1-2, 2023

(158 participants)

- 3.00% First Nations
- 2.00% Métis
- 9.00% person with a disability
- 9.00% 2SLGBTQ+
- 10.00% racialized

No member self-identified as Inuit.

Mentoring & Coaching Institute WP Session 2

February 2-3, 2023

(35 participants)

- 6.00% First Nations
- 9.00% person with a disability
- 15.00% 2SLGBTQ+
- 27.00% racialized

No member self-identified as Métis or Inuit.

Health and Safety Training WP

February 6-7, 2023

(22 participants)

- 5.00% Métis
- 14.00% person with a disability
- 14.00% 2SLGBTQ+
- 9.00% racialized

No member self-identified as First Nations or Inuit.

Financial Health and Wealth Conference

February 9-10, 2023

(81 participants)

- 1.00% Métis
- 4.00% person with a disability
- 5.00% 2SLGBTQ+
- 10.00% racialized

No member self-identified as First Nations or Inuit.

Leaders for Tomorrow WP Session 3

February 14-16, 2023

(19 participants)

- 21.00% First Nations
- 10.00% Métis
- 5.00% person with a disability
- 16.00% 2SLGBTQ+
- 79.00% racialized

No member self-identified as Inuit.

and still we rise WP

February 15-17, 2023

(180 participants)

- 3.00% First Nations
- 2.00% Métis
- 8.00% person with a disability
- 4.00% 2SLGBTQ+
- 17.00% racialized

No member self-identified as Inuit.

FNMI Education: Engaging Learners Through Trauma Informed Practice WP (Winter)

February 22, 2023

(40 participants)

- 2.00% Métis
- 9.00% person with a disability
- 10.00% 2SLGBTQ+
- 28.00% racialized

No member self-identified as First Nations or Inuit.



Leadership Program for Black Members (Code Black) Session 2

March 4, 2023 (18 participants)

- 6.00%** person with a disability
- 94.00%** racialized

No member self-identified as First Nations, Métis, Inuit, or 2SLGBTQ+.

Intersectional & Allyship WP

March 8-9, 2023 (46 participants)

- 2.00%** First Nations
- 2.00%** Métis
- 4.00%** person with a disability
- 17.00%** 2SLGBTQ+
- 4.00%** racialized

No member self-identified as Inuit.

Anti-Oppressive Framework

March 21-22, 2023 (49 participants)

- 2.00%** First Nations
- 2.00%** Métis
- 10.00%** person with a disability
- 18.00%** 2SLGBTQ+
- 20.00%** racialized

No member self-identified as Inuit.

Visions – New Member Leadership Training WP Session 3

March 23-24, 2023 (28 participants)

- 11.00%** First Nations
- 4.00%** person with a disability
- 7.00%** 2SLGBTQ+
- 29.00%** racialized

No member self-identified as Métis or Inuit.

Health & Safety: Staying Healthy and Safe in Special Education

March 24-25, 2023 (40 participants)

- 5.00%** First Nations
- 3.00%** Métis
- 13.00%** person with a disability
- 5.00%** 2SLGBTQ+
- 18.00%** racialized

No member self-identified as Inuit.

Equity Conference WP

March 27-28, 2023 (41 participants)

- 5.00%** Métis
- 12.00%** person with a disability
- 15.00%** 2SLGBTQ+
- 32.00%** racialized

No member self-identified as First Nations or Inuit.

Conscious Classrooms: Responding to Gender-Based Violence WP Regional (Kingston)

March 28-29, 2023 (22 participants)

- 5.00%** First Nations
- 5.00%** Métis
- 5.00%** person with a disability
- 9.00%** racialized

No member self-identified as Inuit or 2SLGBTQ+.

Local Status of Women Spring Session

March 29, 2023 (41 participants)

- 2.00%** Inuit
- 5.00%** 2SLGBTQ+
- 12.00%** racialized

No member self-identified as First Nations, Métis, or person with a disability.

FNMI Women's Leadership Symposium WP

March 29-30, 2023 (15 participants)

- 60.00%** First Nations
- 47.00%** Métis
- 20.00%** person with a disability
- 7.00%** 2SLGBTQ+

No member self-identified as Inuit or racialized.



Collective Bargaining Academy Session 2

March 29-30, 2023
(43 participants)

- 2.00% First Nations
- 9.00% 2SLGBTQ+
- 5.00% racialized

No member self-identified as Métis, Inuit, or person with a disability.

Men's Health & Wellness Conference

March 31-April 1, 2023
(48 participants)

- 4.00% First Nations
- 4.00% Métis
- 6.00% person with a disability
- 19.00% 2SLGBTQ+
- 19.00% racialized

No member self-identified as Inuit.

Beyond the Basics: Professional Relations Leadership Training WP Part 1

April 4-5, 2023 (34 participants)

- 9.00% person with a disability
- 26.00% 2SLGBTQ+
- 9.00% racialized

No member self-identified as First Nations, Métis, or Inuit.

Next Steps: Leadership Training WP

April 4-5, 2023 (21 participants)

- 5.00% Métis
- 10.00% person with a disability
- 14.00% 2SLGBTQ+
- 71.00% racialized

No member self-identified as First Nations or Inuit.

Breaking Barriers: Empowering & Engaging Girls in STEAM Learning WP Session 2

April 18, 2023 (19 participants)

- 21.00% racialized

No member self-identified as First Nations, Métis, Inuit, person with a disability, or 2SLGBTQ+.

Health and Safety Regional Training (Toronto)

April 18, 2023 (17 participants)

- 6.00% person with a disability
- 6.00% 2SLGBTQ+
- 18.00% racialized

No member self-identified as First Nations, Métis, or Inuit.

Mentoring & Coaching Institute WP Session 3

April 24-25, 2023 (37 participants)

- 5.00% First Nations
- 14.00% person with a disability
- 19.00% 2SLGBTQ+
- 27.00% racialized

No member self-identified as Métis or Inuit.

Health and Safety Regional Training (London)

April 25, 2023 (19 participants)

- 5.00% First Nations
- 5.00% Métis
- 16.00% person with a disability
- 26.00% 2SLGBTQ+
- 11.00% racialized

No member self-identified as Inuit.

Advanced Public Speaking Skills WP

April 26-27, 2023 (23 participants)

- 4.00% 2SLGBTQ+
- 17.00% racialized

No member self-identified as First Nations, Métis, Inuit, or person with a disability.



Union School: Session 3

April 26-28, 2023 (**28** participants)

4.00% First Nations
21.00% person with a disability
18.00% 2SLGBTQ+
32.00% racialized

No member self-identified as Métis or Inuit.

FSL Conference

April 28-29, 2023 (**56** participants)

5.00% Métis
2.00% person with a disability
4.00% 2SLGBTQ+
23.00% racialized

No member self-identified as First Nations or Inuit.

Health and Safety Regional Training (Kingston)

May 2, 2022 (**10** participants)

10.00% Métis
20.00% person with a disability
10.00% 2SLGBTQ+

No member self-identified as First Nations, Inuit, or racialized.

Leadership Forum for Black Women Members WP

May 2-3, 2023 (**31** participants)

3.00% person with a disability
3.00% 2SLGBTQ+
68.00% racialized

No member self-identified as First Nations, Métis, or Inuit.

Women's CB Issues WP Level 2

May 2-3, 2023 (**30** participants)

3.00% First Nations
7.00% person with a disability
3.00% 2SLGBTQ+
14.00% racialized

No member self-identified as Métis or Inuit.

Mobilizing for Justice WP Session 2

May 4-5, 2023 (**21** participants)

5.00% First Nations
9.00% 2SLGBTQ+
5.00% racialized

No member self-identified as Métis, Inuit, or person with a disability.

ReUnion: 2SLGBTQ+ Educators and Allies

May 5-6, 2023 (**28** participants)

7.00% First Nations
4.00% person with a disability
61.00% 2SLGBTQ+
21.00% racialized

No member self-identified as Métis or Inuit.

Breaking Barriers: Empowering & Engaging Girls in STEAM Learning WP Session 2

May 10, 2023 (**19** participants)

21.00% racialized.

No member self-identified as First Nations, Métis, Inuit, person with a disability, or 2SLGBTQ+.

L.E.A.D. Conference

May 11-12, 2023 (**53** participants)

2.00% First Nations
4.00% person with a disability
2.00% 2SLGBTQ+
19.00% racialized

No member self-identified as Métis or Inuit.

Bargaining for Equity and Social Justice WP

May 15-16, 2023 (**40** participants)

5.00% Métis
3.00% Inuit
5.00% 2SLGBTQ+
23.00% racialized

No member self-identified as First Nations or person with a disability.

Health and Safety Regional Training (Sudbury)

May 16, 2023 (**8** participants)

No member self-identified as First Nations, Métis, Inuit, person with a disability, 2SLGBTQ+, or racialized.

Leaders for Tomorrow WP Session 4

May 17-19, 2023 (**17** participants)

6.00% First Nations
6.00% person with a disability
12.00% 2SLGBTQ+
65.00% racialized

No member self-identified as Métis or Inuit.



May 2023 Representative Council

May 17-18, 2023 (141 participants)

- 1.00% First Nations
- 7.00% person with a disability
- 9.00% 2SLGBTQ+
- 9.00% racialized

No member self-identified as Métis or Inuit.

Collective Bargaining Academy Session 3

May 25-26, 2023 (43 participants)

- 2.00% First Nations
- 9.00% 2SLGBTQ+
- 5.00% racialized

No member self-identified as Métis, Inuit, or person with a disability.

Anti-Black Racism Conference

May 26-27, 2023 (37 participants)

- 8.00% person with a disability
- 8.00% 2SLGBTQ+
- 76.00% racialized

No member self-identified as First Nations, Métis, or Inuit.

Health and Safety Regional Training (Thunder Bay)

May 30, 2023 (12 participants)

- 7.00% 2SLGBTQ+

No member self-identified as First Nations, Métis, Inuit, person with a disability, or racialized.

and still we rise Virtual Follow-Up

May 31, 2023 (30 participants)

- 13.00% person with a disability
- 7.00% 2SLGBTQ+
- 23.00% racialized

No member self-identified as First Nations, Métis, or Inuit.

Indigenous Women’s Mentorship Program WP Session 3

June 1, 2022 (20 participants)

- 65.00% First Nations
- 15.00% Métis
- 20.00% person with a disability
- 5.00% 2SLGBTQ+
- 5.00% racialized

No member self-identified as Inuit.

An Ounce of Prevention (FDK/DECE) Session 2

June 2-3, 2023 (35 participants)

- 3.00% First Nations
- 3.00% Métis
- 23.00% person with a disability
- 11.00% 2SLGBTQ+
- 23.00% racialized

No member self-identified as Inuit.

Occasional Teacher Conference

June 2-3, 2023 (37 participants)

- 7.00% person with a disability
- 9.00% 2SLGBTQ+
- 9.00% racialized

No member self-identified as First Nations, Métis, or Inuit.

FNMI Education Symposium

June 10, 2023 (37 participants)

- 16.00% First Nations
- 14.00% person with a disability
- 5.00% 2SLGBTQ+
- 22.00% racialized

No member self-identified as Métis or Inuit.

Treasurers’ Resources and Training

June 12-13, 2023 (9 participants)

- 11.00% person with a disability
- 11.00% racialized

No member self-identified as First Nations, Métis, Inuit, or 2SLGBTQ+.



In accordance with an Executive motion in the spring of 2000, ETFO records the attendance and participation of women and men at its decision-making meetings. There may be transgender members speaking at microphones who do not identify as transgender when speaking, and therefore staff may categorize them as women or men. As well, a transgender member who does speak and identify may prefer to be recorded as a woman or man rather than in the transgender category. Therefore, as with all data collection, there is a small margin of error. **The following figures show participation rates for 2022-23.**

Membership

Just over 82 per cent of ETFO members in 2022-23 are women. This proportion has been consistent (80-82%) since ETFO's inception in 1998.

Among teachers, 81.08 per cent of members are women, 83.16 per cent of OT members are women, 90.16 per cent of ESP/PSP members are women, and 94.54 per cent of DECE members are women.

ETFO Local Presidents

Overall, **68%** of the presidents of ETFO locals are women.

69%	teacher locals
61%	occasional teacher locals
67%	ESP/PSP locals
90%	DECE locals

ETFO Chief Negotiators

Of the **46** locals for which we have information about chief negotiators, **80%** are women.

74%	teacher locals
75%	occasional teacher locals
100%	ESP/PSP/DECE locals

ETFO Local Executive members

80% of ETFO members who hold local executive positions are women

ETFO Provincial Executive

Nine of the 14 Executive members are women (**64%**)

ETFO Local Executive release time

For the local executive for which we have release time information:
76% of local release time is used by women





ETFO Provincial Staff

Overall, **83%** of ETFO staff are women.

77% administration/executive/management

89% support staff

Annual Meeting, August 2022 (825 delegates and alternates)

71% of members attending the 2022 Annual Meeting were women

Of those who spoke at Annual Meeting, 2022:

During information sessions

55% of the speeches/presentations were by women

58% of those engaging in general discussion were women

44% of those responding to questions were women

During business sessions

67% of those moving or seconding motions were women

56% of those speaking for or against a motion were women

71% of those moving or seconding an amendment were women

57% of those asking questions were women

70% of those rising on a point of order were women

Representative Council Meetings 2023

63% of members attending the 2022-23 meetings of Representative Council were women

Of those who spoke at Representative Council Meetings 2022-23:

During information sessions

48% of the speeches/presentations were by women

64% of those engaging in general discussion were women

89% of those responding to questions were women

During business sessions

61% of those moving or seconding motions were women

62% of those speaking for or against a motion were women

54% of those moving or seconding an amendment were women

64% of those asking questions were women

67% of those rising on a point of order were women

Committees of Representative Council

Representative Council elected members to three committees at its October 2022 meeting

- **Steering Committee:** five of five members elected were women (**100%**)
- **Selection Committee:** four of five members elected were women (**80%**)
- **Budget Committee:** three of five members elected were women (**60%**)
- **Education Worker Collective Bargaining Advisory Committee:** two vacancies (**80%**)
- **Teacher (5) and Occasional Teacher (5) Collective Bargaining Advisory Committee:**
 - **Teacher:** one of five members elected were women (**20%**)
 - **OT:** three of five members elected were women (**60%**)
 - **Total:** four of 10 members elected were women (**40%**)

Standing Committees

Out of the **161** applications submitted by members to serve on standing committees for 2022-23, 113 (**70%**) were from women.

In 2022-23, **69%** of the members who served on provincial standing committees were women (**74 out of 108**).



Women’s Attendance at ETFO Events and Programs that are Not Women’s Programs

This chart is a list of non-WP ETFO events in chronological order and provides the percentage of participating members who identify as women.

2022 PROGRAMS

Summer Academy	July/August	92 %
Annual Meeting	August 15-18	71 %
Virtual Academy	Sept/June	70 %
Fall Leadership	September 21-22	70 %
Union School: Session 1	September 29-30	68 %
New Presidents Training	October 12-14	76 %
October 2022 Representative Council	October 19-20	64 %
Provincial CB Conference	November 2	67 %
Leadership Conference for Black Members	November 4-5	72 %
Collective Bargaining Academy Session 1	November 15-16	83 %
Health and Safety Local Representatives Conference	November 7-8	64 %
Racialized Members’ Conference: Session 1	November 12	80 %
An Ounce of Prevention (FDK/DECE)	November 18-19	73 %
Racialized Members’ Conference: Session 2	November 26	80 %
Collective Bargaining Academy	November-May	83 %





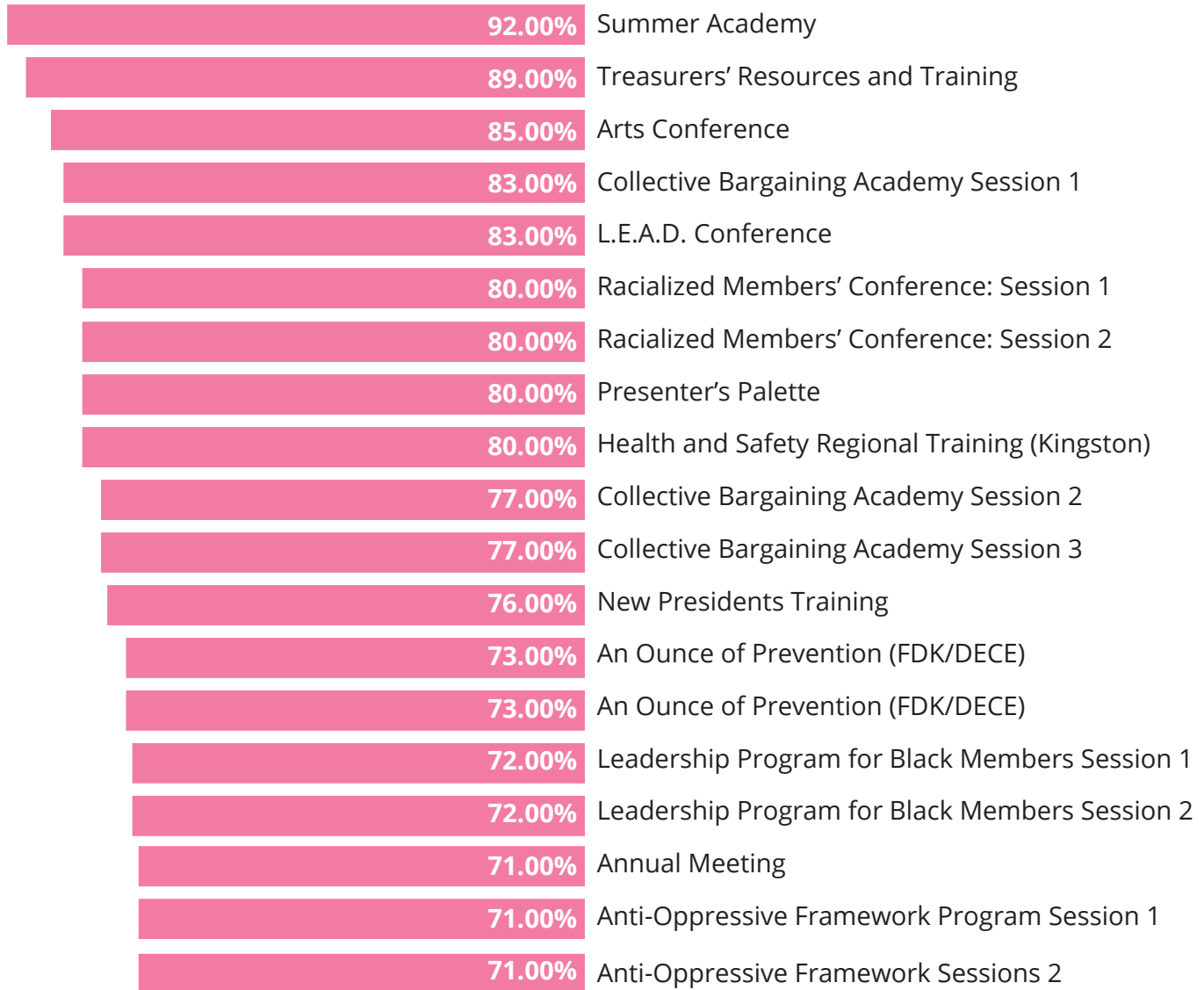
2023 PROGRAMS

Campaign Training for Members from Designated Groups	January 13-14	67 %
Anti-Oppressive Framework Program	January 16-17	71 %
Presenter's Palette	January 25-26	80 %
Political Action Conference	January 26-27	64 %
Arts Conference	January 27-28	85 %
February 2023 Representative Council meeting	February 1-2	62 %
Union School: Session 2	February 1-2	68 %
Leadership Program for Black Members Session 2	March 4	72 %
Anti-Oppressive Framework Sessions 2	March 21-22	71 %
Health and Safety Training: Special Education	March 24-25	56 %
Collective Bargaining Academy	March 29-30	77 %
Men's Health and Wellness Conference	March 31-April 1	00 %
Health and Safety Regional Training (Toronto)	April 18	65 %
Health and Safety Regional Training (London)	April 25	58 %
Union School: Session 3	April 26-28	61 %
FSL Conference	April 28-29	59 %
Health and Safety Regional Training (Kingston)	May 2	80 %
ReUnion: 2SLGBTQ+ Educators & Allies	May 5-6	43 %
L.E.A.D. Conference	May 11-12	83 %
Health and Safety Regional Training (Sudbury)	May 16	38 %
May Representative Council Training	May 17-18	61 %
Collective Bargaining Academy Session 3	May 25-26	77 %
Anti-Black Racism Conference	May 26-27	54 %
Health and Safety Regional Training (Thunder Bay)	May 30	58 %
An Ounce of Prevention (FDK/DECE)	June 2-3	73 %
Occasional Teacher Conference	June 2-3	46 %
FNMI Education Symposium	June 10	57 %
Treasurers' Resources and Training	June 12-13	89 %



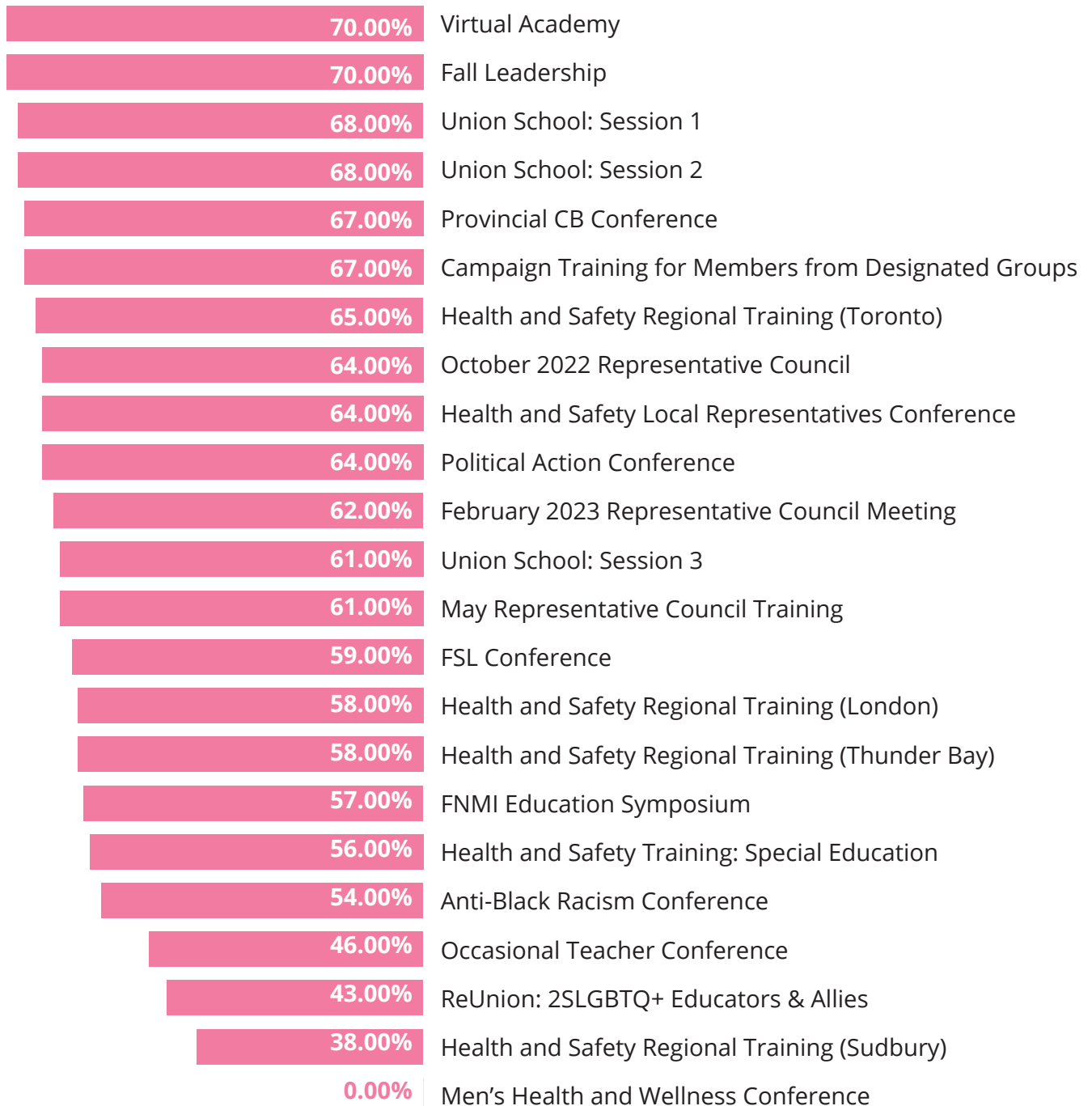
ETFO Non-WP Programs (Ranked) 2022-23

This chart is a list of non-WP ETFO events ranked from the highest to the lowest percentage of participating members who identify as women.



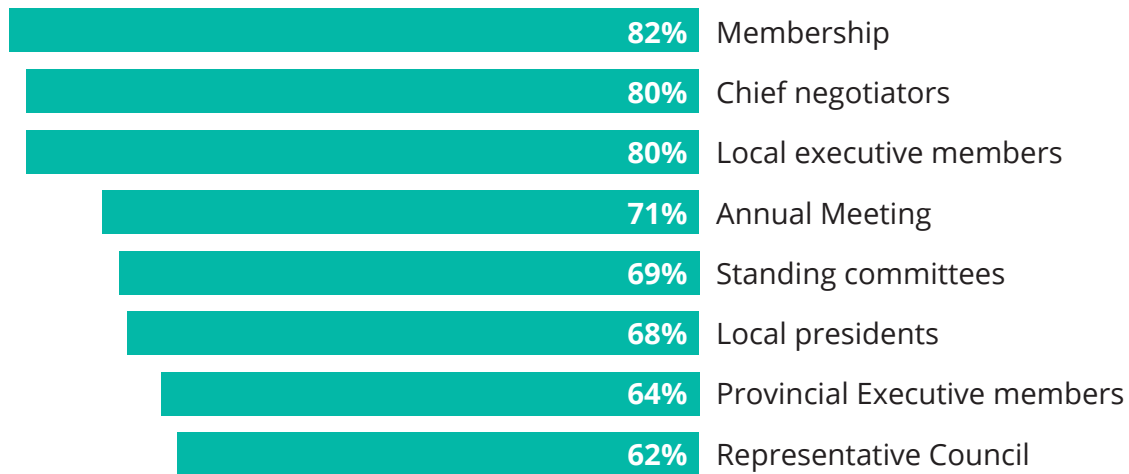


ETFO Non-WP Programs (Ranked) 2022-23 (cont.)



ETFO Governance 2022-2023 (Ranked)

This chart is a list of ETFO governance ranked from the highest to the lowest percentage of members who identify as women.



Racialized Members'

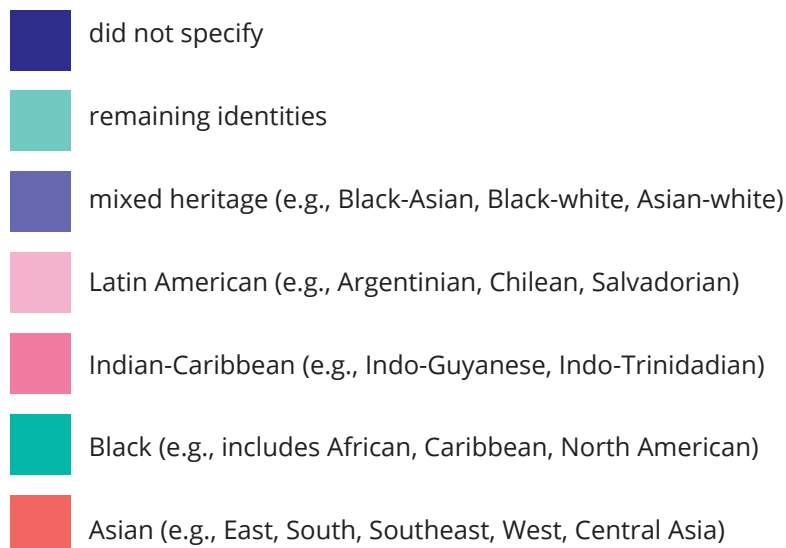
PARTICIPATION

In 2018, ETFO expanded the options for member self-identification to enable racialized members to indicate a more specific identity. The collection of this data began in 2019-20 through the annual member survey and on registration forms for ETFO events and positions.

The list below outlines the percentage of members who identified as racialized and further specified their identity for selected programs in 2022-23. The categories are clustered based on members' descriptions of their own racialized identification. Members who identified as racialized but did not specify are included in the 'did not specify' group. Members who identified in groups that are not identified in the named racialized groupings are included in the 'remaining identities' column.

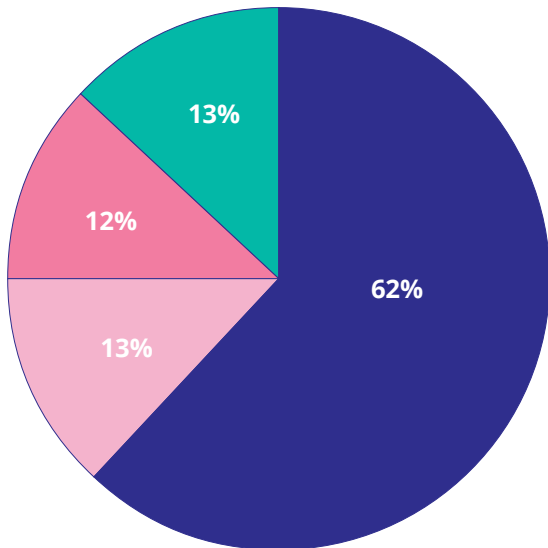
Racial Categories:

- Asian (e.g., East, South, Southeast, West, Central Asia)
- Black (e.g., includes African, Caribbean, North American)
- Indian-Caribbean (e.g., Indo-Guyanese, Indo-Trinidadian)
- Latin American (e.g., Argentinian, Chilean, Salvadorian)
- mixed heritage (e.g., Black-Asian, Black-white, Asian-white)
- remaining identities
- did not specify

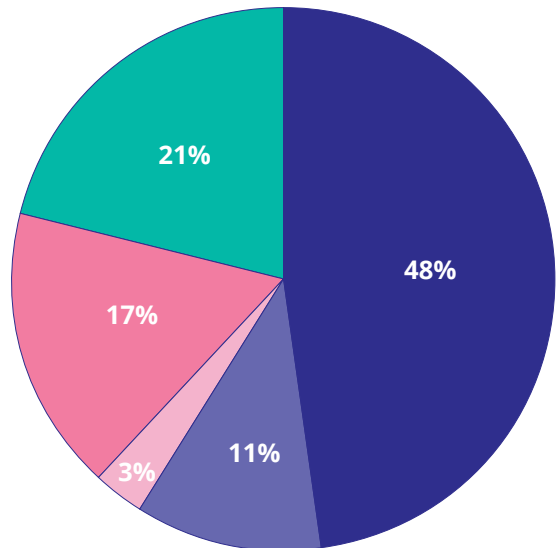


Percentages (%) indicate members who self-identify in the following clustered racialized groups:

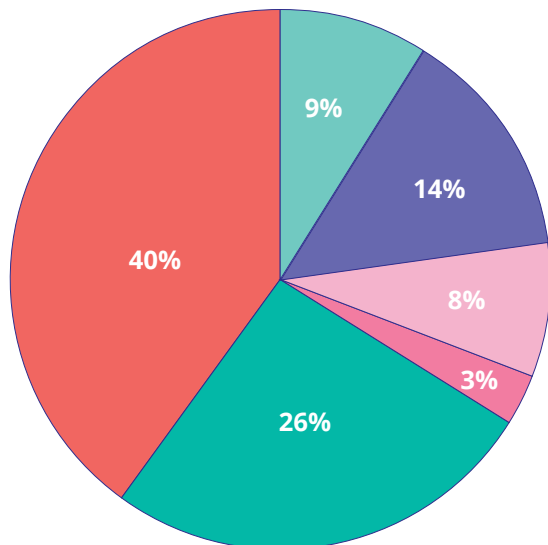
POLITICAL ACTION CONFERENCE



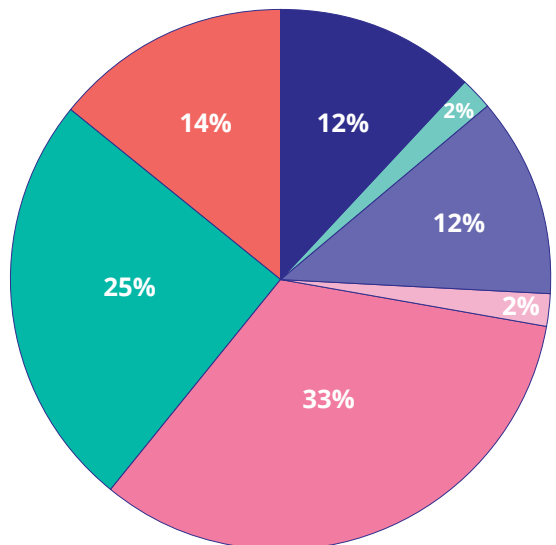
REPRESENTATIVE COUNCIL MEETINGS



FALL LEADERSHIP



ALL ETFO 2022-2023 PROGRAMS & EVENTS





Equity & Women's

PROGRAMS 2022-2023

Multimedia Resources for Students, Members, and Communities

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

Every year, from November 25 to December 10, Canadians observe the 16 Days of Activism against Gender-Based Violence. It is an opportunity to come together to call out, speak up, and renew our commitment to end gender-based violence. ETFO provides educational information as well as actionable strategies through social media for each of the 16 days. Additionally, on December 6, ETFO provincial staff gather to recognize the significance of the day, reflect, and act as a community and provincial organization. Messages are shared through social media and on the ETFO website.



2022 WOMEN'S HISTORY MONTH POSTER

October is Women's History Month in Canada. The 2022 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."

2022 TRANSGENDER DAY OF REMEMBRANCE

The Transgender Day of Remembrance on November 20 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.

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 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.

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.

2023 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 highlighted the 2023 Canadian Labour Congress campaign, "Union Women: Stronger Together."



DAY OF PINK

We are
POWERFUL
because
we have
SURVIVED

| Audre Lorde

RESPOND AND REBUILD: CULTURALLY RELEVANT AND RESPONSIVE PEDAGOGY LESSON PLANS

Addressing and actioning the anti-oppressive framework and the intersectionality of the global community requires a brave space for learners to share their ideas, beliefs, values, and lived experiences. Creating brave spaces invites learners to approach courageous conversations with honesty, sensitivity, respect, and an aim for a deeper understanding in their call-to-action role. This collection of lessons allows educators and learners to understand bias as they develop their critical lens and combat the status quo. Each lesson outlines specific learning opportunities connected to the three tenets of Culturally Relevant and Responsive Pedagogy (CRRP).

2023 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 is needed to continue advocating against homophobic and transphobic discrimination. This year, ETFO highlighted the words of Audre Lorde, "We are powerful, because we have survived."

SUGGESTED RESOURCES FOR GENDER INDEPENDENT CHILDREN AND TRANSGENDER YOUTH/ADULTS

ETFO continues to update and enhance this online document, which lists resources that educators can use when working with gender independent children and transgender youth or young adults. The document lists organizations, resources, and links to school board gender expression and gender identity policies and can be accessed at etfo.ca under 2SLGBTQ+ Resources.

THE WOMEN'S EQUALITY PROJECT & WORKSHOP

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 to interrogate, activate, and dream for an inclusive tomorrow where women and girls are truly equals. Print and digital formats are available through shopETFO.ca.

A workshop is available to locals to share this resource and more in Junior/Intermediate classrooms. Ten spots are made available for locals to access the workshop.



VOICE WOMEN'S ISSUE

Every year ETFO produces a women's issue of *Voice* magazine. In 2023, the women's issue included articles that focused on encouraging and lifting up the voices of girls and women, the importance of legacy in mentorship, and centring gender justice when advocating for workers' rights. In the cover story, "If Not Me, Then Who?," Deborah St. Amant reflects on her leadership journey as an Indigenous educator within ETFO. In "Forging Confident New Pathways for Girls in STEAM", Tina Surdivall considers why representation matters when teaching all students, but particularly girls, STEAM subjects. In "Elevating Diverse Women's Voices in Canadian History", Amanda Cannon encourages educators to learn about and centre the voices of diverse women when teaching history.

Leadership Development

ANTI-OPPRESSION FRAMEWORK TRAINING (GP AND WP)

The inaugural Anti-Oppression Framework Training program occurred with two general program (GP) sessions and one women's program (WP) session this year. 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. This program will be a prerequisite for Collective Bargaining Academy, Union School, and Parliamentary Training for the 2023-2024 year.



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 parts two and three, 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.



LEADERS FOR TOMORROW (WP)

This is an intensive, year-long leadership development opportunity for women members who self-identify as Black; First Nations, Métis, and Inuit; 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 initiative to address anti-Black racism. 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.

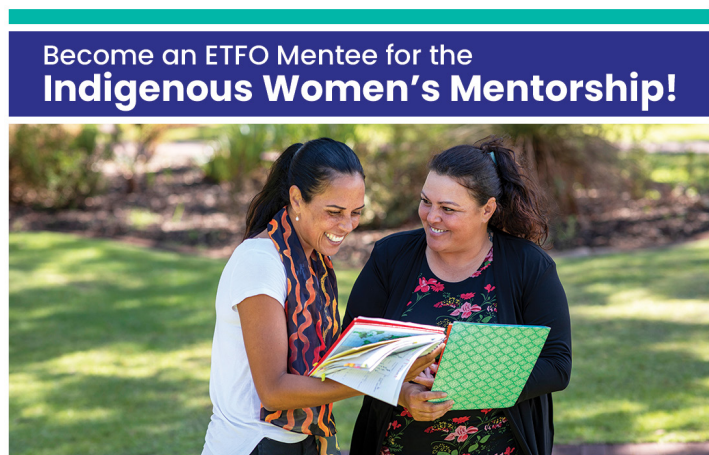


Highlights included presentations that focused on microaggressions and macroaggressions, exploring ETFO’s multi-year strategy to address anti-Black racism, an overview of harassment policies, the *Human Rights Code*, what is covered under the collective agreement, issues in litigation as a means for 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.

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.

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.

EQUITY LEADERSHIP CONFERENCE (WP)

This conference for women members interested in expanding their leadership within the union was held in May. Fifty members participated, representing designated early childhood educator locals, occasional teacher locals, and teacher locals. The conference featured an introductory keynote presentation 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. Workshop topics included: supporting members, leadership in their locals, leadership styles, and opportunities for growth at the provincial and local levels.

NEXT STEPS (WP)

The Next Steps leadership program is for ETFO members who self-identify as women and from other designated groups. This year, MPP Bhutla Karpoche shared her leadership journey during the evening keynote presentation. The day program consisted of workshops about assertive communication and strategies for self-advocacy, followed by a presentation about union involvement opportunities at ETFO.

SISTERS IN THE STRUGGLE (WP)

Sisters in the Struggle (SIS), a week-long advanced leadership program for women, is offered as part of the Canadian Labour Congress (CLC) Women's Summer School. More than 150 women from a variety of unions attend each year to enrol in courses that focus on health and safety, collective bargaining, leadership, parliamentary procedure, and public speaking. ETFO's SIS program focuses on feminism, work-life balance, leadership planning, and goal setting. Participants examine different types of leadership, analyze their own leadership skills, develop a leadership plan, and create a vision board. The 2023 summer program took place July 9 to 14 at McMaster University in Hamilton.





VISIONS PROGRAM (WP)

The Visions program for members identifying as women in their first five years of ETFO membership focuses on 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 at provincial and local levels. This year, 26 members representing designated early childhood educators, occasional teachers, and contract teachers met a panel of women leaders who are taking up different spaces of local and provincial leadership within the Federation. Members also heard from Thevaki Thevaratnam from the Ontario Federation of Labour on the topic of women's participation in the wider labour movement.

...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 introduces women into the ETFO provincial community, and engages and encourages them to participate and become leaders in their schools, locals, communities, and the global women's movement.

This year, 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, and left the conference feeling strengthened to participate in feminist and social justice work in their professional and union spaces armed with new learnings and strategies from the member-led workshops they attended.

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 framework; and to consider ways to action plan future participation and leadership in union, school/community, and political spaces.



Workshops, Conferences, Symposiums, and Professional Learning Communities

GENERATION BLACK: YOU'RE NEXT

On October 1, 2022, ETFO held its first public symposium addressing the urgency for recruiting Black teachers and the necessity for retaining Black educators to improve the representation of Black people in education.

The program was developed in collaboration with Black community organizations and educational stakeholders such as the Federation of Black Canadians, Network for Advancement of Black Communities, Ontario Alliance of Black School Educators, Ontario Principals' Council, and Ontario Teachers' Federation. The event consisted of three panels and two seminar sessions as well as a keynote presentation from Wes "Maestro" Williams.

LATERAL VIOLENCE PROGRAM (WP)

In January 2023, ETFO launched the first two-day Lateral Violence program for members who identify as women, focusing on lateral violence in the workplace.

Twenty-nine members representing 20 different locals from across the province came together at the provincial office for the inaugural event. Facilitator Chris Leonard addressed the origins of lateral violence rooted in both colonization and oppression, the "look fors," and the tools to manage and respond to incidents of lateral violence.

INTERSECTIONAL ALLYSHIP (WP)

Intersectional Allyship is an exciting program that provides members who identify as women with the opportunity to explore concepts such as identity and positionality, privilege and marginalization, intersectional identities, and allyship. Forty-six participants came together on March 8 and 9 to hear from keynote speakers who discussed principles of intersectionality, connections between intersectional feminism and the curriculum, and developing tangible strategies for allyship and meaningful change.

BALANCING ACT, WOMEN'S HEALTH CONFERENCE (WP)

The Professional Relations Services (PRS) women's health conference Balancing Act took place in November 2022. The goal of this program 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.





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, or as workplace stewards. Participants explored the concept of bargaining for equity and social justice 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.



BEYOND THE BASICS CONFERENCE (WP)

This is a two-part leadership conference for local leaders in a released position, members of local executives, committee chairs, or active members interested in expanding their knowledge in the area of professional relations services (PRS). The first two-day session was held in November 2022. Presentations covered a range of topics including impairment at work, difficult conversations, WSIB, note taking, and professional boundaries. Part two was held over two days in April 2023, with workshops on vicarious trauma, addressing issues of anti-Black racism in education, work refusals, facing management, and other PRS topics.

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.

ENGAGING LEARNERS USING PLAY-BASED PRACTICE THROUGH A TRAUMA-INFORMED LENS (WP)

Over 70 participants came together in November and February 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.

FIRST NATIONS, MÉTIS, AND INUIT EDUCATION SYMPOSIUM

This annual learning forum provides ETFO members an opportunity to learn about First Nations, Métis, and Inuit pedagogies, resources and teaching practices, and issues – both historical and current. The workshop topics support members in their learning about Indigenous Peoples and methods to create culturally inclusive learning environments. This year's symposium featured storytelling and developing a deeper understanding of Haudenosaunee ways of knowing and being.

HEALTH AND SAFETY TRAINING (WP)

The Women's Health and Safety conference took place February 6-7, 2023. The conference supports the leadership development of women members as they explore health and safety issues within a gender-based framework and build their knowledge and advocacy for safer and healthier workplaces. Twenty-two attendees participated in a skills development module, a domestic violence workshop, and a session looking at workplace hazards through a gender-based framework.

INTENSIVE GRIEVANCE ARBITRATION WORKSHOP FOR WOMEN LEADERS (WP)

This year, the Intensive Grievance Arbitration Workshop for Women Leaders was held in January. In this three-day workshop, local 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 also included members preparing and participating in simulated grievance meetings and arbitration hearings before a labour arbitrator.



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.



MOBILIZING FOR JUSTICE (WP)

This year-long program welcomed members from across the province to sessions in November and May. Session one included topics such as: community organizing – what is it and why it is important now; charity versus justice and how to move from charity to justice; identity work and organizing from an educator's perspective. Session two included: bringing community into our classrooms and connecting community organizing to the curriculum, as well as a panel of members and community leaders discussing how to work together. Other topics were also covered, including going deeper with an anti-oppressive framework, reflecting on the past session, and putting your ideas into action, with several presentations from ETFO members.

Second Annual

Native Language Gathering for ETFO Members



NATIVE LANGUAGE GATHERING

The Annual Native Language Gathering supports the networking, identifying of barriers, and sharing of resources for Native Language educators across Ontario. This opportunity creates space for participants through discussions and the sharing of resources to support the revitalization of Indigenous languages.

PROTECT YOURSELF, WOMEN'S LEGAL CONFERENCE

PRS's Women's Legal Conference: Protect Yourself will resume in 2024. This conference explores women members' rights and responsibilities related to professionalism and employment. Potential workshops offered include boundaries, the Workplace Safety and Insurance Board (WSIB), long-term disability (LTD) basics, and anti-discrimination and anti-harassment as professionalism.

BREAKING BARRIERS: EMPOWERING AND ENGAGING GIRLS IN STEAM LEARNING (WP)

Over two days in April and May, 20 women members from a variety of locals explored ways to empower girls in Science, Technology, Engineering, Arts, and Mathematics (STEAM) learning; networked with colleagues; and tried a variety of practical STEAM activities to take back and immediately use with girls in their schools. This program discusses research about the importance of engaging girls in the STEAM fields and how Black, Indigenous, and women of colour are the most underrepresented groups in STEAM professions. Members explore STEAM learning through collaborative hands-on activities, problem-based learning, and rich conversations about how to create opportunities for success for students from historically marginalized groups.

FINANCIAL HEALTH AND WELLNESS CONFERENCE (WP)

Almost 90 women members participated in ETFO's Financial Health and Wellness conference February 9-10. Over 50 per cent of the participants were members attending an ETFO program for the first time. The conference included presentations from women experts in the world of finance, including Kelley Keehn, Saijal Patel, and Melissa Leong. Workshop presenters from OTIP, Educators Financial, OMERS, Credit Canada, RTO/ERO, and ETFO staff presented on the following topics:

- Preparing for your Retirement
- The Ever-Changing World of Credit
- Planning for Retirement – Health/Dental & Travel Benefits
- The Power of your OMERS Pension
- Understanding Credit: Credit Basics and Credit Score and Report
- Take Control of Your Money: Managing Your Money and Types of Debt Solutions
- Retirement Beyond your Pension
- Home and Auto Insurance 101

Members also enjoyed a special seminar, Happiness: Learning from Positive Psychology. In addition, members were provided the opportunity during the conference to learn more about ETFO and were encouraged to stay connected through social media, the e-newsletter, and future program opportunities.

WOMEN ADDRESSING GENDER-BASED WORKPLACE VIOLENCE (WP)

The Women Addressing Gender-Based Workplace Violence conference was held January 19-20, providing 39 women members with information and skills to address the exponential increase in women affected by workplace violence in the education sector. The conference included relevant research, a review of workers' rights, a workshop on assertive communication, and a keynote that outlined ongoing Canadian and international initiatives.

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, 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 Level 2.

Participants expanded their knowledge of the collective bargaining and negotiations processes while developing personal skills to bring to leadership roles in their locals. Members learned from a panel of local leaders and engaged in an analysis of women's issues in bargaining and an intensive bargaining role play.

WOMEN IN POLITICS (WP)

Held every other year, this conference helps women members develop leadership skills and provides an opportunity to hear from politicians and advocates about how women can create space, use their voice, and have a vital role in leading political action for social change. This event will run in 2023-2024.





Support for ETFO Locals' Equity Work

EQUITY AND WOMEN'S SERVICES WORKSHOPS FOR LOCALS

Equity and Women's Services (EWS) workshops provide equity training to all members in formats that can be modified for after-school meetings and professional development day conferences. In 2022-2023, 26 equity workshops were requested. The most requested workshops were Why Poverty? (9), 2SLGBTQ+ Awareness in the Classroom (8), and 365 ETFO Black Canadian Curriculum & Calendar (5).

The following Equity Workshops were offered this year:

NAME IT: UNDERSTANDING ANTI-BLACK RACISM IN ONTARIO EDUCATION

This workshop uses an anti-oppressive framework and a historical approach to explore anti-Black racism within a Canadian educational context. Participants explore how anti-Black racism is interwoven into the fabric of our education system and society at large through case studies, deconstruction of key terminologies, personal reflections, statistics, and data.

2SLGBTQ+ EDUCATION TIMELINE

The 2SLGBTQ+ Education Timeline was developed by ETFO and the ArQuives (formerly known as the Canadian Lesbian and Gay Archives (CLGA)) and highlights historically meaningful events within the 2SLGBTQ+ community. The workshop provides members with the opportunity to explore the 2SLGBTQ+ Education Timeline

booklet through engaging activities and to learn about specific contributions made by racialized and Indigenous groups, as well as the contributions of the 2SLGBTQ+ community to our society at large.

RACE AND EDUCATION: THE WATER WE SWIM IN

The film, *Race and Education: The Water We Swim In* provides participants with a glimpse of the lived experiences of racialized ETFO members in Ontario. This film is used as a tool to allow for scaffolding of knowledge and provides real-life examples of racism and discrimination through discussions, activities, and self-reflection. Participants come away with a stronger understanding of the many faces of racism, the effect it has on individuals, and ways to be an ally by challenging racism and discrimination.

CULTURALLY RELEVANT AND RESPONSIVE PEDAGOGY

This workshop is intended to provide members with the opportunity to critically reflect on how our identities impact our practice, to consider how student identities and their lived experiences inform culturally relevant and responsive pedagogy, and to develop an understanding of the structure and content of the ETFO resource, *Culturally Relevant and Responsive Pedagogy*.

BUSTING MYTHS AND MISCONCEPTIONS ABOUT INDIGENOUS PEOPLES

This workshop offers members an opportunity to engage and interact in dialogue and gain a broader understanding of the impacts and issues related to misconceptions and stereotyping of Indigenous Peoples.



ISLAMOPHOBIA AFFECTS ALL OUR STUDENTS

This workshop addresses several topics that support members in addressing and countering Islamophobia in schools and workspaces. Themes such as challenging stereotypes about Muslim people, partnering with communities, and embedding anti-oppressive framework and anti-Islamophobia education into the curriculum are some of the content included in this virtual workshop.

2SLGBTQ+ AWARENESS IN PRIMARY CLASSROOMS

This workshop raises awareness that even our youngest students may confront issues of homophobia and heterosexism in relation to their families and peers, as well as to their own gender identities. The content is designed to assist educators in exploring these issues and finding the courage and understanding to include all children and families in our schools and the global community.

RE-THINKING WHITE PRIVILEGE

This workshop takes an exploratory look at white privilege and builds awareness and understanding of what educators can do to rethink their own privilege. Opportunities are provided to enter into professional dialogue and conversations about white

privilege and other forms of privilege. Educators examine what can be done to address privilege in themselves and their classrooms.

INDIGENOUS COMMUNITY ENGAGEMENT

This workshop invites members into dialogue and activities to gain a broader understanding of Indigenous Peoples and approaches to consider when engaging with, or inviting, Indigenous families and communities into the school environment.

DRAWING THE LINE CURRICULUM

Developed in partnership with White Ribbon and the Ministry of Education, this online curriculum resource guide provides concrete examples of how to support the development and maintenance of positive relationships among students based on their gender and intersectional identities. The lesson plans connect to curriculum expectations in combination with the “Drawing the Line” activity cards and are meant to spark age- and stage-appropriate conversation with students on the role bystanders can play to prevent sexual violence. This ETFO workshop includes a review of several of the lesson plans, resources, and links available to support educators in the classroom in the implementation of the curriculum.

365 ETFO BLACK CANADIAN CURRICULUM

This practical workshop provides resources and supports for educators to deliver Primary, Junior, and Intermediate curriculum that outlines the contributions, struggles, and lived experiences of Black Canadians. The *365 ETFO Black Canadian Curriculum* resource supports the inclusion of Black Canadians in classroom and teaching practice every day of the year. The workshop balances history and research with ongoing reflection, application, and collaboration to help educators make intentional, purposeful, and positive decisions in the classroom, while inspiring students to succeed.

WHY POVERTY?

This workshop explores attitudes towards and perceptions of poverty in a broader context. It examines the impact of poverty on the classroom and school community, the many ways issues related to poverty can inform and impact teaching practice, and the concept of becoming active in addressing poverty in the community. Individual and group discussions about issues of poverty, case studies related to the impact of poverty in classrooms and school communities, and resources to support teaching practice as well as school and community understanding are all features.





EQUITY INCENTIVE FUNDS TO SUPPORT LOCALS

The following equity incentive funds were available in 2022-2023 to support locals in their equity-related initiatives:

EQUITY WORKSHOP INCENTIVE FUNDING

Equity workshop funding provides \$300 for up to 20 locals to assist with costs related to offering Equity and Women’s Services (EWS) workshops to members in their locals. Please see the previous section for descriptions of EWS workshops available for locals.

INTERNATIONAL WOMEN’S DAY INCENTIVE FUND (WP)

Local incentive funding for International Women’s Day (IWD) is a program that provides funding to locals to assist with costs related to providing local programs that promote and celebrate IWD events. This year, up to \$28,900 in funding was requested and provided to 15 locals. Of the locals that accessed this incentive fund, one (1) was a DECE local, one (1) was an ESP local, four (4) were occasional teacher locals, and nine (9) were teacher locals.

TAKE BACK THE NIGHT LOCAL INCENTIVE FUNDING (WP)

Each September, Take Back the Night (TBTN) activities are held nationally and internationally to demand the right to be safe and free from gender-based violence. Incentive funding of up to \$300 per local is available for 16 locals who apply. This year, 11 locals received the incentive funding to plan TBTN virtual events.

WHITE RIBBON

ETFO, in partnership with White Ribbon, provided support to locals interested in raising awareness about gender equity, healthy masculinity, and gender-based violence. Locals received incentive funding to organize a boys’ conference or teachers’ workshop.

WORKERS HEALTH AND SAFETY CENTRE SUBSIDY (WP)

A Workers Health and Safety Centre (WHSC) subsidy is available to equip women with the knowledge and skills to become leaders in health and safety and to advocate for safer and healthier workplaces. Eligible programs for this subsidy include the two-week WHSC instructor’s course and its prerequisite WHSC Level 1. The intent of the subsidy is to remove barriers and make participation more accessible to women members from all locals, by providing participants supported by their local with release time, travel, and dependent care costs, in accordance with ETFO guidelines. In 2023, this budget line was used to supplement a WHSC instructor training scholarship for three women.



LOCAL EQUITY AND LEADERSHIP TRAINING

The following equity and leadership training programs were provided to members during 2022-2023:

LOCAL SOCIAL JUSTICE CHAIRS TRAINING - LEADERSHIP 2022

The Fall Leadership training included training for local social justice chairs from across the province. Approximately 39 chairs spent time networking and discussing how to forward the social justice goals of their locals. The new resource *Anti-Oppressive Framework: A Primer* and other ETFO resources were shared to support the important work of the local chairs.



LOCAL STATUS OF WOMEN CHAIRS TRAINING

Fifty-four local status of women chairs from across the province joined the Fall Leadership training in September. Members deepened their collective anti-oppressive framework by examining the new resource *Anti-Oppressive Framework: A Primer* and engaging in critical discussion with their colleagues. They learned about ETFO's new Equity and Women's Services programs, incentive funds, and shared ideas and resources to support the role of members as status of women chairs. Participants were also provided with a copy of the 2022-23 *Status of Women Resource Guide*.

During the second leadership training session in May, 37 local status of women chairs came together at the ETFO provincial office to share action plans, resources, and network. A portion of the day was tailored to the specific interests of members who are either newer in the role or more seasoned, through the workshops ETFO History and Women's Programs, and Starting an Intersectional Mentoring Program in your Local.

LOCAL EXECUTIVE EQUITY TRAINING

During 2022-2023, Equity and Women's Services engaged in local executive equity training with three teacher locals and one DECE local, covering topics including different levels of critical equity conversations, anti-oppressive framework capacity building, and action planning at the local level. Locals engaged in deepening their local executives' lenses on allyship, recognizing biases, addressing anti-Black racism, examining issues of gender identity, Indigenous education, and other topics.

Action plans developed during the training featured coordinating members' focus groups, exploring local constitutions to support WPs and equity-focused initiatives, planning for affinity spaces, looking at demographic changes, equity training for stewards, and other equity goals. This program has been significant in building collective capacity of equity and anti-oppressive framework within and beyond the local level.



WOMEN IN ACTION (WP) – LEVELS I AND II

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, resulting in a waiting list.

In total, there were 12 programs held from October to June, four of which were Level II. Rainbow, Near North, and Algoma locals were selected to host the program jointly with members. Additionally, the Greater Essex County and Simcoe County teacher locals held a Level I program for the first time in a number of years.



WOMEN IN ACTION WP – LEVEL III

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. During 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.

Partnerships

CANADIAN LABOUR CONGRESS WOMEN’S ADVISORY COMMITTEE MEETINGS

The Canadian Labour Congress (CLC) Women’s Advisory Committee met virtually and in-person in September 2022. Over 20 unions from across Canada were represented, including teachers’ federations such as the Ontario English Catholic Teachers’ Association (OECTA) and Ontario Secondary School Teachers’ Federation (OSSTF). Among the many topics on the agenda, the committee shared information about: the women’s rights conventions and resolutions, the 16 Days of Activism against Gender-Based Violence, the United Nations Commission on the Status of Women session in March 2023, and International Women’s Day plans for 2023 with the theme of “Union Women: Stronger Together.” ETFO highlighted the current development and sharing of resources to members that focus on women’s issues and initiatives planned for the 16 Days of Activism.

FACULTY OF EDUCATION EQUITY WORKSHOPS

ETFO provides equity workshops for teacher candidates as requested by the faculties of education. This year, Equity and Women’s Services (EWS) staff offered workshops to more than 200 teacher candidates across the province on the following topics:

- Challenging and Championing 2SLGBTQ+ (two-spirit, lesbian, gay, bisexual, transgender, queer/questioning and additional identities) 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
- Being an Ally to Indigenous Peoples
- Engaging with Indigenous Families and Communities
- First Nations, Métis, and Inuit Learners
- Residential Schools and Reconciliation Using Children's Literature



PRIDE

Each year, many communities across Ontario offer a variety of Pride activities in which everyone – including ETFO locals, Gay Straight Alliance (GSA) committees, and social justice clubs – can participate. Pride is about creating inclusive school places and communities. It's an opportunity for two-spirit, lesbian, gay, bisexual, transgender, queer or questioning and additional identities (2SLGBTQ+) people and allies to challenge homophobia, biphobia, and transphobia, and promote social justice and equity. After many Pride events across Ontario being cancelled, postponed, or moved to a virtual platform due to COVID-19, Toronto Pride, as well other Pride events across the province, were held in-person in 2023.

TORONTO RAPE CRISIS CENTRE/MULTICULTURAL WOMEN AGAINST RAPE AND WHITE RIBBON

In 2022-2023, the partnership with Toronto Rape Crisis Centre/Multicultural Women Against Rape and White Ribbon continued through Conscious Classrooms – Responding to Gender-Based Violence. This two-day women's program examines gender-based violence within learning communities and provides strategies to incorporate trauma-informed practices. Its program delivery model consists of three regional workshops offered to specific locals across Ontario.

ETFO supports many community groups engaged in equity and social justice work.

ANTI-HOMOPHOBIA AND HETEROSEXISM INITIATIVES GRANT

This grant is provided to ETFO locals to assist with the costs of providing training on, awareness of, and/or participation in events that address homophobia and heterosexism. In 2022-2023, 10 locals accessed this funding support.

ANTI-POVERTY GROUPS

In 2022-2023, ETFO made donations totaling \$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.

LOCAL INCENTIVE FUNDING (WP)

This program provides flexible funding to locals for a variety of events and activities related to the status of women. In 2022-2023, 10 locals accessed almost \$40,000 for women's programs.

INTERNATIONAL ASSISTANCE/INTERNATIONAL DONATIONS

ETFO contributed \$67,500 and supported projects funded through the Canadian Teachers' Federation (CTF) Trust Fund Initiatives, MATCH International Centre, and CODE.

- Teachers' Action for Teaching (TAT)
- Teachers' Action for Teacher Organizations (TATO)
- Teachers' Action for Gender Equity (TAGE)
- MATCH International Centre
- Canadian Organization for Development Through Education (CODE)

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:

- Canadian Women's Foundation \$5,000
- Retired Women Teachers of Ontario \$1,000

WOMEN'S CRISIS CENTRES

In 2022-2023 ETFO made donations totaling \$70,000 to 105 women's crisis centres across Ontario.



“We’ve learned that quiet isn’t always peace, and the norms and notions of what just is, isn’t always justice.”

- Amanda Gorman, *The Hill We Climb*

Overseas Support

OVERSEAS SCHOLARSHIPS FOR WOMEN AND GIRLS

ETFO partners with the CTF Trust Fund, 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.

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. The ETFO provincial Executive has approved funding for the next three years.

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.

Partners for Rural Development’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 garden, 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 Cooperation 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

The Colombian Grandmothers' Project supports grandmothers who are left to care for children in Montería, Columbia, in the absence of their parents. 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 to purchase kitchen utensils so they can prepare and sell traditional and pre-cooked foods as an additional source of income. The ETFO provincial Executive approved funding for the next three years.

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.

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

This year, the Canadian Teachers' Federation's 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 (CUT).

THE WOMEN'S WING OF THE SWAZILAND NATIONAL ASSOCIATION OF TEACHERS

The Women's Wing of the Swaziland National Association of Teachers supported 15 women teachers in upgrading their qualifications and seven of its women members in furthering their studies.

& BURSARIES

ETFO members make an outstanding contribution to equity and women's issues. ETFO offers financial support for a variety of awards, scholarships, and bursaries for members who self-identify from a designated group: First Nations, Métis, or Inuit; racialized; or woman. Below is a list of the awards, scholarships, and bursaries available. More information can be found at etfo.ca/about-us/awards-scholarships.

AWARDS

The deadline to apply is February 1 of each school year.

- Anti-Bias Award
- Anti-Racist and Equity Activism Award
- Anti-Racist and Equity Activism Award – WP
- Arts and Culture Award
- Children's Literature Award
- Environmental Education Award
- ETFO Anti-Poverty Award
- Health and Safety Activist Award
- International Humanitarian Award for an ETFO Member
- International Humanitarian Award for a non-ETFO Member
- Local Humanitarian Award for an ETFO Member
- Local Humanitarian Award for a non-ETFO Member
- Member Service and Engagement Award
- New Member Award
- Outstanding Role Model for Women Award – WP
- Political Activist Award
- Professional Learning and Curriculum Development Award
- Professional Learning and Curriculum Development Award – WP
- Rainbow Visions Awards

- Women Who Develop Special Projects in Science and Technology Award – WP
- Women Working in Social Activism on Behalf of Women and Children Award – WP
- Writers Award
- Writers Award – WP

ETFO SCHOLARSHIPS AND BURSARIES

The deadline to apply is April 30 of each school year.

- Bachelor of Education Bursaries for Children of ETFO Members
- Black Educator Bursary
- Black Educator Bursary – WP
- Bursaries for Members of Designated Groups
- Bursaries for Members of Designated Groups – WP
- Doctoral Scholarship
- Doctoral Scholarship – WP
- ETFO Member Bursary
- First Nations, Métis, and Inuit (FNMI) Professional Learning Bursary
- First Nations, Métis, and Inuit (FNMI) Scholarship – WP
- First Nations, Métis, and Inuit (FNMI) Women in Education Bursary – WP
- Learning and Leadership Bursary – WP
- Master's Scholarship
- Master's Scholarship – WP



APPLY by February 1
for ETFO's
Rainbow Visions
Award.

etfo.ca/awards

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**APPLY FOR THE ETFO
BLACK EDUCATOR
BURSARY**

Learn more at etfo.ca/awards

Apply online between February 1 and April 30.

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APPLY TODAY!
ETFO Bursaries & Scholarships

**DEADLINE IS
APRIL 30**

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Appendix A

ETFO Statement on Social Justice and Equity

The objects of the Federation shall be:

to foster a climate of social justice in Ontario and continue a leadership role in such areas as anti-poverty, non-violence, and equity. (ETFO Constitution, Article III, Object 3.4)

A member shall:

- strive to eliminate all forms of harassment between individuals in the educational system
- endeavour to ensure equity and inclusiveness in the workplace. (ETFO Constitution, Article VI, Code of Professional Conduct, 6.1.6–6.1.7)

ETFO recognizes that we live in a society characterized by individual and systemic discrimination against particular groups. Within this context ETFO defines equity as fairness achieved through proactive measures, which results in equality, promotes diversity, and fosters respect and dignity for all.

ETFO's Constitution clearly states its commitment to social justice and equity. In articulating this commitment in the following statement, ETFO is acting from an understanding of itself as an agent for social change.

ETFO is a union committed to protecting and furthering the interests of its members. We see these interests as all-encompassing, not narrowly economic. Teachers and education workers look to their union to support their learning, growth, personal identities, professionalism, working conditions, and livelihood.

ETFO is a union whose members, in their work with children in schools, can perpetuate the current organization of society or can, by education and example, foster a positive social transformation. We choose to support each other in learning to change the beliefs, behaviours, and systems that damage all of us by excluding and harming some of us.



1. ETFO recognizes that discrimination is a fundamental, defining feature of our society and takes many forms.

Discrimination against particular groups of people is one of the central organizing principles by which resources and power are allocated in our society.

Individuals can and do consciously and unconsciously practise discrimination. Discriminatory practices will not be accepted within ETFO. ETFO's Constitution sets out a complaint and discipline procedure in Article VII: Disciplinary Procedures.

Discrimination is also "systemic," the result of seemingly neutral policies or practices that, because they are grounded in the understandings of the dominant group, exclude or otherwise disadvantage members of other groups.

ETFO's members live and work within these discriminatory systems; some benefit from them, some are disadvantaged. As a union committed to social justice and equity, ETFO works actively to change these systems internally, in education, and in society.

2. Discrimination is experienced differently by different groups, each of which requires support designed to meet its particular needs.

Groups that experience discrimination in Ontario today include:

- women
- racialized people
- Indigenous Peoples
- people with disabilities
- two-spirit, gay, lesbian, bisexual, transgender, queer/questioning people, additional identities
- people living in poverty

3. Members of these groups are in the best position to identify and analyze the differences in issues and needs. ETFO commits to recognize and accommodate these differences between people and groups. ETFO will modify programs and will develop and provide special programs for particular groups where necessary, since in an unequal world, ignoring differences perpetuates inequality.



4. Growth means change and change is difficult.

Equity work requires planning, commitment, and continual reflection. It is multifaceted and to be effective, involves "walking the talk," changing the self as well as the world.

It is controversial. Equity work is about fundamental change, which is often vigorously resisted. Those who benefit from the way society is currently organized, or who are unaware of the pervasiveness of discrimination, or who are simply comfortable with the status quo, are often reluctant to contemplate new ways of doing things.

ETFO embraces the need for change and is committed to moving forward on equity and social justice. Members and staff will be supported by ETFO in the learning that is necessary to effect change.



5. ETFO devotes time, staff, and other resources to work for social justice and equity at all levels of the organization.

ETFO has identified eight goals as part of an ongoing, long-range equity implementation plan:

- **Policy Development:** ETFO's own policies and practices must be exemplary and, as such, will support our members' own equity work as well as positively influencing the policies of other groups.
- **Accountability:** ETFO must develop clear indicators (for example, data on participation of members of equity-seeking groups in ETFO programs, leadership, and staff) by which our progress in equity can be measured and report regularly on progress to the membership.
- **Staff Development and Involvement:** ETFO must have a diverse staff, informed about and committed to social justice and equity.
- **Professional Development:** ETFO must provide a variety of professional development opportunities and other forms of education in equity to members, staff, and provincial and local leadership.
- **Communications:** All ETFO publications must use inclusive language, represent diversity, recognize special needs, and include equity content. ETFO spokespersons must advocate for social justice and equity with members, governments, and the public.
- **Programs:** ETFO must provide programs consistent with its commitment to

- equity. Programs are needed for member education on issues of social justice and equity, and to support the identified needs of members who belong to equity-seeking groups.
- **Outreach:** ETFO must continually seek to include, involve, and promote members who belong to equity-seeking groups. ETFO must build alliances with labour, parents, community groups, and other partners to counter discrimination and to advocate for social justice.
- **Service Area Development:** Equity and Women's Services provides an operational focus for equity work: identification of equity issues, both internally and externally; making recommendations for action; and monitoring action in all the areas above.

A belief in equity, supported by organizational structures and expressed in actions, is the component of social justice and equity within ETFO.



Approved by the ETFO Executive, July 2002

Appendix B

ETFO Protocol Concerning Members' Self-Identification

1. CURRENT PRACTICE

Self-identification for ETFO members is voluntary and confidential.

Since 2000, ETFO has invited members to self-identify as a member of one of the following designated groups on all application and registration forms:

- First Nations
- Métis
- Inuit
- persons with a disability
- two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, or additional identities (2SLGBTQ+)
- members of racialized groups
- women

In 2016, the question on gender identity was expanded to ask members to specify male, female, or "what term describes your gender."

Additionally, in 2016, the Executive approved a motion to replace the term Aboriginal in the self-identification box with the following three separate designated groups: First Nations, Métis, and Inuit.

In 2018, the question on racialized groups' membership was expanded to ask members to specify how they identify as "racialized."

In 2020, the Executive approved a motion to replace the acronym LGBTQ with a more inclusive acronym of 2SLGBTQ+ adding the term 'two-spirit' and the plus (+), which includes additional identities. Members may self-identify using this acronym and the organization is adopting this term in all new ETFO publications.

Members are also invited to self-identify on ETFO's annual member information survey. Beginning in 2007, members who elect to self-identify on the survey have two options: to self-identify for statistical purposes only or for statistical purposes and for outreach (including direct mail) regarding ETFO programs, including leadership programs, focus groups, writing groups, standing committees, etc.



2. PERSONAL IDENTITY

Many people bear identities that have been imposed upon them by those around them. These identities are often based on stereotypes and can result in social marginalization.

Voluntary self-identification provides individuals with autonomy in defining their identities at a particular time and according to their own criteria. These criteria can include race, gender identity, sexual orientation, religion, personal history, culture and tradition, and social and political knowledge.

Since identities are multiple and shifting, the process of self-identification is never straightforward. The objective is not to categorize people but to increase our collective knowledge of the identities of ETFO members to better meet their needs.

3. WHY HAS ETFO CHOSEN TO COLLECT SELF-IDENTIFICATION INFORMATION ONLY FOR THESE PARTICULAR 'DESIGNATED GROUPS?'

With one exception, ETFO's "designated groups" are the same groups identified in Ontario's *Employment Equity Act* (enacted in 1993 and repealed by the Harris government in 1995) and in Canada's *Employment Equity Act* (1995), still in effect. The 2SLGBTQ+ group has been added to ETFO's designated groups as this group has in recent years been identified by courts throughout Canada as a key equity-seeking group.

These designated groups are identified in ETFO's Statement on Social Justice and Equity, approved by the provincial Executive in 2002.



4. WHY IS ETFO COLLECTING THIS INFORMATION?

ETFO's constitutional objectives and current priorities include commitments to social justice and to member involvement.

Collecting and reporting self-identification statistics is one way ETFO holds itself accountable to members for those commitments.

Members' self-identification information enables ETFO to reach out to members from equity-seeking groups, to alert them to relevant programs, and to seek their input and assistance in developing inclusive services and programs.

Self-identification helps to ensure that all of ETFO's policies and practices are inclusive, reflective of our diverse membership, and reflect our priorities.

5. ETFO'S COMMITMENT TO MEMBERS' PRIVACY

The Elementary Teachers' Federation of Ontario is committed to respecting members' privacy and protecting members' personal information.





ETFO PRIORITIES FOR 2022-2023

- 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.



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