ETFO’s Leadership Program for Black Members

Code Black

Leaders with Purpose and Conviction

ETFO is excited and proud to offer the first leadership program, in its second year, for all ETFO members who self-identify as Black. This program is part of ETFO’s multi-year strategy on addressing anti-Black racism and our commitment to equity and social justice.

Code Black is a multi-session program that includes in-person, online discussions, assignments, and learning experiences directly related to leadership roles within ETFO. Participants are expected to participate fully in all aspects of the program.

Code Black participants will:

* Gain an in depth understanding of the Federation’s structure, procedures and policies;
* Identify their personal assets and leadership skills;
	+ Acquire mental health and self-care strategies that support the needs of Black educators;
* Examine different leadership opportunities within the educational sector;
* Analyze social and educational issues through an intersectional lens; and
	+ Implement strategies and/or initiatives that contribute to systemic and sustainable change within the labour movement and/or educational sector.

Program Requirements:

* Attending and participating in all sessions;
* Engaging with online content such as readings and assignments; and
* Completing an action plan/practicum activity.

Code Black will be delivered in-person and online with the D2L learning platform used in ETFO’s professional learning courses.

ETFO will cover the costs of meals, transportation, accommodations, and dependent care for accepted participants as per provincial guidelines.

Visit [ETFO Management System](https://events.etfo.org/) to register.

Please complete the following application form [here](https://eforms.etfo.org/212725963713055) .

Deadline to register is Friday December 3, 2021.

Successful participants will be notified by Monday December 13, 2021.Please note that feedback will not be provided about declined application forms.

For more information please contact:

Sonia Ellis-Seguin, sellissgeguin@etfo.org

Dawn Samuel, dsamuel@etfo.org

Punita Bhardwaj, pbhardwaj@etfo.org

Selection Criteria:

As there are a limited number of spots available, consideration will be given to the following:

* Self-identify as Black;
* Fully completed application forms;
* Commitment to attend and complete all sessions; and
* Geographical representation (note more than one person in the same local may be selected).

Code Black Schedule:

Each module will incorporate guest speakers, resources, and strategies for participants to cope with the many forms of oppression and microaggressions experienced daily. Team building and networking will be incorporated throughout the program for participants to build up support within their cohort.

Module 1

Union Involvement

In-person 136 Isabella St.

Date: January 28-29, 2022

Module 2

Personal Assets and Leadership Skills

In-person 136 Isabella St.

Date: March 26, 2022

Module 3

Creating and Sustaining Systemic Change

In-person 136 Isabella St.

Date: May 13-14, 2022