

## ETFO Support for Black and Racialized Members and Allies

ETFO promotes inclusive workplaces and is itself an environment where people are required to be respectful of differences and promote an inclusive and welcoming environment.

Should you encounter or witness anti-Black racist behaviour or systemic barriers and require assistance, contact your ETFO local or provincial office.

Locally released officers and provincial staff are available to assist with any concerns about discrimination or harassment in the workplace or within our union.

For confidential assistance, call ETFO staff in Professional Relations Services (PRS).

Phone: 416-962-3836 or toll free: 1-888-838-3836. Just ask for the PRS Duty Officer.

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Elementary Teachers' Federation of Ontario  
Fédération des enseignantes et des  
enseignants de l'élémentaire de l'Ontario

## ETFO Policy on Equity and Social Justice

- 33.1 That equity be defined as fairness achieved through proactive measures which result in equality, promote diversity and foster respect and dignity for all.
- 33.2 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.
- 33.3 That the differences among people and groups and the provision of special programs for particular groups, where appropriate, be recognized and accommodated within ETFO.
- 33.4 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.
- 33.5 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 Policy and Position Statements, 33.0  
Equity and Social Justice, ETFO 2018-2019 Reference Book*

## Grow With Your Union!

From professional learning to equity programs, union activities, networking and conferences, there are many opportunities for leadership growth and skills development in ETFO. Why not consider:

- Professional learning opportunities such as developing and facilitating Summer Academy courses, being a Presenter on the Road or Additional Qualifications (AQ) instructor, joining a writing team to produce resources or attending one of ETFO's many courses listed at [etfo.ca/supportingmembers/proflearning/pages/default.aspx](http://etfo.ca/supportingmembers/proflearning/pages/default.aspx).
- Building leadership skills through ETFO's Union School or Campaign Training for Designated Members workshop offered biannually, or through women's programs including Leaders for Tomorrow and the ETFO MentorCoaching Institute.
- Networking and activism opportunities through ETFO's Equity and Women's Services conferences and workshops listed at [etfo.ca/buildingajustsociety/equityresources/pages/default.aspx](http://etfo.ca/buildingajustsociety/equityresources/pages/default.aspx).
- Attending ETFO's annual conference that focuses on human rights and equity.

# ETFO **ACTION** on ANTI-BLACK RACISM

## Building an Inclusive School Workplace and Union

# ANTI-BLACK RACISM



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# ANTI-BLACK RACISM

## We Must All Be Allies in Eliminating Racism

As educators, we pride ourselves in creating a welcoming and respectful workplace for all students. Let's do the same for all ETFO members in our workplaces and our union.

In 2013, ETFO focus groups conducted with racialized members revealed that they continue to face discrimination and systemic barriers in their day-to-day experiences within Ontario's education system.

As a result, ETFO has created an annual conference that highlights the experiences of racialized members as well as a 2019 video entitled, *The Lived Experiences of Racialized Educators in Ontario*. An accompanying workshop, will assist educators to understand the many faces of racism, the effect they have on individual educators and ways to challenge racism and discrimination.

We must all be allies in identifying and eliminating racism by working to change those conditions that are at the heart of racism and anti-Black racism.

## Anti-Black Racism

It takes time to identify and change prejudice, stereotyping and discrimination directed against Black people, which can stem from personal beliefs and attitudes or can be inherent in organizational and institutional systems. All have impact for ETFO and its members from an educational standpoint.

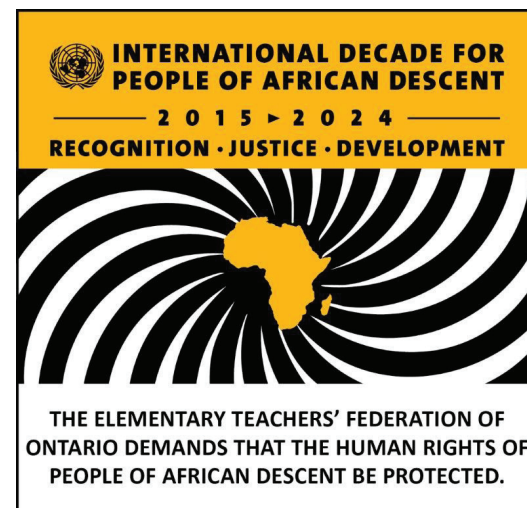
Addressing such racism requires more in-depth critical analysis of historical racism including anti-Black racism in Canada and broader awareness and acceptance that racism still exists and has a negative impact on individuals and organizations.

## Addressing Anti-Black Racism

The need to specifically address anti-Black racism has moved to the forefront within labour organizations, media and movements such as Black Lives Matter and other advocacy groups. A public dialogue has begun for people to better understand how the history of anti-Black racism affects those who self-identify as Black and are part of the African diaspora.

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

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



## ETFO's Anti-Black Racism Strategy

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

- Better understand **how racism and anti-Black racism impact members** in their workplaces and their involvement in the union;
- Collect data on the **participation of Black and racialized members** in ETFO programs;
- Encourage racialized ETFO members, including those who are Black, to **self-identify** so that the Federation can better meet their needs;
- Review **ETFO policies, organizational structures and practices** to identify and eliminate any systemic or participation barriers for Black and racialized members;
- Provide **anti-Black racism training** for staff, local leaders, stewards and members to shift organizational attitudes;
- Review and revise existing **ETFO programs and resources** and develop new ones where necessary;
- Create opportunities at provincial and local levels to **discuss anti-Black racism** and provide space for racialized and Black members to **share their needs** as part of the plan; and
- **Partner** with community groups and organizations to increase community engagement.

## The Education System and Broader Society

While racialized people make up 26% of Ontario's population, the percentage of Black and other racialized educators in the public education system is 13%, according to the Ontario Alliance of Black School Educators. Building a greater critical mass of racialized educators is a key way to change institutional cultures and practices.

ETFO will seek ways to inspire more young Black people to enter the profession by working with other education stakeholders. It will also look to encourage government departments, school boards and faculties of education to develop a consistent framework and approach for confronting anti-Black racism.

Promoting equity and social justice within ETFO and in our communities is a key Federation priority. That objective has been reflected in our work in public relations and media activities, and ETFO's growing support of organizations like Black Lives Matter, Workers' Action Centre and racialized committees and initiatives of the Canadian Labour Congress and Ontario Federation of Labour.

ETFO will continue developing a consistent framework and approach for confronting anti-Black racism in society and in institutions by deepening its partnerships with such organizations.

# Be an ally!