



# Anti-Racism Organizational Action Plan

# REPORT CARD

# CUPE Ontario 2019 Anti-Racism Organizational Action Plan (AROAP) - REPORT CARD

As part of the commitment to provide regular and ongoing updates to the membership on the progress of AROAP, updates were included in the Political Pulse newsletter, at sector conferences, at CUPE Ontario Executive Board meetings and at the Racial Justice and Human Rights conferences in December 2019.

The AROAP Committee will continue working on:

- Finalizing pending items such as the Terms of Reference; glossary of key terms; a plan to roll out focus groups and an evaluation plan.
- Providing regular updates to the membership such as this Report Card.
- Finalizing the plan for implementing the Women’s Leadership Program.

<b>Priority One</b>  <b>Increase the participation and representation of racialized and Indigenous members, with a focus on racialized and Indigenous women, at CUPE Ontario Convention, and in conferences, schools, and leadership meetings.</b>	
<b>Action called for:</b>  <b>CUPE Ontario officers, the Executive Board, and staff will take a strong, active role to support the goal of representative participation of racialized and Indigenous members at conventions, conferences, schools and leadership meetings by taking the following actions:</b>	<b>Action taken:</b>
1. Provide plain-language tools for CUPE Ontario sectors, committees, and locals including, but not limited to: a checklist to identify systemic barriers,	A glossary with key terms was developed and shared with members at the Racial Justice and Human Rights Conferences in December 2019. The

<p>strategies to eliminate systemic barriers, evaluation questions using equity principles, and an equity impact analysis tool.</p>	<p>glossary is currently being edited by Union Education to ensure that clear and plain language is integrated throughout. A young, Black woman illustrator was hired to create a logo for AROAP; once this is finalized, it will be integrated into the checklist, strategies, evaluation questions and equity impact analysis tool and these will then be published on the AROAP landing page on CUPE Ontario's website which is in development.</p>
<p>2. Support the Racial Justice Committee, working with the Indigenous Council, in their ongoing work to increase the participation of racialized and Indigenous women at all events. This involves using existing membership survey data to identify precarious job classifications and sectors with high percentages of racialized and Indigenous members. It also addresses how to use the above tools to provide other necessary resources to eliminate the systemic barriers that they face.</p>	<p>The Racial Justice Committee and Indigenous Council met in September 2019 to discuss how they can collectively work to advance this priority. The Committee and Council reviewed the demographic survey that has been used at CUPE Ontario Convention, events and conferences since May 2019. They discussed how to best use the survey and receive more feedback from members, particularly members unable to attend these events.</p>
<p>3. Work with each sector to organize focus groups with those racialized and Indigenous members who are already engaged to learn what worked to help them get more active in CUPE Ontario and in their locals, what barriers they faced, and how these barriers were overcome.</p>	<p>The AROAP Committee has made multiple presentations providing information and updates on the Plan. One of these updates took place at the CUPE Ontario Executive Board Strategic Planning meeting in August 2019. There, they were able to hear directly from sector representatives on how they have been disseminating information and advancing the work of AROAP and there was a collective brainstorm on best next steps. We had hoped to roll out focus groups at sector conferences in 2020, but this plan will need to change based on the pandemic.</p>

<p><b>Priority Two</b></p> <p><b>Education</b></p>	
<p><b>Action called for:</b></p>	<p><b>Action taken:</b></p>
<p>1. CUPE Ontario officers and assigned staff will work with District CUPE Councils to promote Local Executive Training (30 hours) for racialized and</p>	<p>This was presented at the last CUPE District Council Presidents meeting, including a conversation with Union Education about how this can best proceed.</p>

<p>Indigenous members. District CUPE Councils are ideal as they will help to build regional networks, and meetings will be more accessible to populations outside Toronto.</p>	<p>We will continue to work with CUPE District Councils to promote the importance of offering this training.</p>
<p>2. CUPE Ontario's Education Committee will offer an additional Local Executive Training course with designated seats to promote the increased participation of racialized, Black and Indigenous members at Spring School and Fall School. CUPE Ontario will promote this opportunity at Convention and at events throughout the year.</p>	<p>At the CUPE Ontario Fall School 2019, 25 spots were allotted to Indigenous, Black and racialized members as part of the Leadership Executive Training . These spots quickly filled up.</p> <p>Given the amount of interest in the Environmental Racism course developed by the Coalition of Black Trade Unionists, the course was offered at the CUPE Ontario Fall School 2019. The AROAP Committee is looking into additional courses such as ones focused on migrant justice.</p>
<p>3. Lobby CUPE National to create and fund a leadership training program for racialized, Black and Indigenous women. This training program would be modeled after a past Women Breaking Barriers leadership training. This training will equip participants to be able to support and mentor other racialized, Black and Indigenous women in their communities.</p>	<p>After extensive conversations with, and lobbying of CUPE National, CUPE Ontario and the AROAP Committee were able to secure funding and support for a year-long program targeted at Black, racialized and Indigenous women. The program was intended to launch in the Spring 2020 but given the COVID-19 pandemic and the fact that the course is a combination of in-person and virtual learning and many of the members who are ideal candidates are frontline essential workers, the launch of the program has been postponed until Spring 2021.</p>
<p>4. Encourage CUPE National to ensure that all education facilitators are educated about the Anti-Racism Organizational Action Plan. Facilitators would be provided with an introductory piece that can be included at the beginning of each workshop they lead discussing the importance and purpose of demographic data collection, and encouraging members attending workshops to fill out the information. We will also encourage CUPE National to provide ongoing anti-Indigenous and anti-Black anti-racism training to facilitators.</p>	<p>As part of the orientation for education facilitators for the CUPE ON Fall 2019 School, facilitators received a presentation and a written summary explaining the intent and scope of AROAP. They were encouraged to have their course participants complete the demographic survey. Conversations with CUPE National on the importance of ensuring all facilitators receive ongoing anti-Indigenous and anti-Black anti-racism training remain a priority.</p>
<p>5. Work with CUPE National and Union Education to ensure that all workshops incorporate anti-racism principles into their training. Continue to present Stronger Together at conferences and to locals, tying the work of membership engagement.</p>	<p>Union Education has been actively trying to incorporate anti-oppression and human rights principles in more CUPE education courses such as the Leadership Executive Training. Similar to point 4 above, conversations with CUPE National on the importance of ensuring all facilitators receive</p>

ongoing anti-Indigenous and anti-Black anti-racism training remain a priority.

### Priority Three

#### Review of CUPE Ontario Policies

##### Action called for:

##### Action taken:

1. A biannual review of the Policy Manual will be conducted by the Policy Committee.

The CUPE Ontario Policy Committee met in December 2019 to review the policies and integrate some changes that were voted on and approved at the December 2019 Ontario Executive Board meeting. The Racial Justice Committee also met in February 2020 as part of the Equality Committees' Orientation and did a further review of the CUPE ON Policy Manual. Their recommendations have been submitted to the Policy Committee.

2. Book-off language should be amended to specifically address equal opportunities for racialized and Indigenous members.

This was part of the recommendations made by the Racial Justice Committee after their review of the Policy Manual.

3. Committee structures outlined in policy should consider an equity lens.

Some of the changes proposed by the Policy Committee and approved by the Board in December 2019, as well as recommendations made by the Racial Justice Committee, attempted to ensure that equity was better integrated throughout the Policy Manual.